

**SPORT NZ GROUP**

# Annual Report

—

1 JULY 2020 - 30 JUNE 2021

# Contents

**E te rahi kei tua i te tirohanga tangata, koutou ngā puna mātauranga kua tīraha ki te tikitiki o rangi. Tēnei mātou te toenga e para tonu i te ara toiroa, ara toimaha, tēnei mātou te hāpai ō e kawea tonu nei i runga i te pono, i te tika me te aroha ki te tangata – tihei mauri ora!**

**Me ū tatou ki tēnei tongi nā Kingi Tāwhiao: ‘Ki te kotahi te kākaho ka whati, ki te kapuia e kore e whati’**

**To our esteemed leaders who have passed from our gaze, to our repositories of knowledge who have ascended to the heavens. We, the benefactors of your wisdom and sacrifice, continue to follow your path of authenticity, integrity and respect for all people – let there be life!**

**Let us holdfast to the words of King Tāwhiao: ‘Alone we can be broken. Standing together, we are invincible.’**

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Presented to the House of Representatives pursuant to section 150(3) of the Crown Entities Act 2004.

## Nā te Heamana me te Mana Hautū o Ihi Aotearoa

Ko te wāhi ki Ihi Aotearoa ko te mahi ki te taha o te pūnaha tākaro, mātātoa, mahi a rēhia me te hākinakina ki te hiki i ngā taumata mātātoa ā-tinana o ngā tāngata katoa i Aotearoa he tautoko hoki i a ngāi Aotearoa kia eke panuku i ngā taumata o te ao kia rongō ai tātou i te ihi, i te wehi. Kāore he āhuatanga i tua atu i tēnei i te ao ka urupare atu nei ki te mate KŌWHEORI-19.

Mō te roanga atu o te tau pūtea 2020/21 ko tā mātou aronga nui tonu ko te tautoko i te rāngai, i ō mātou hoa pātui, i ngā kaiwhakataetae me ngā kaiako ki te urupare ki ngā pānga o te KŌWHEORI-19. I mōhio tonu mātou he tau mīharo te haramai nei me ōna piki, ōna heke, otirā, ōna ara ahurei hoki kia whakamātauria ai ngā ara hou, ka mutu, he whakarite anō hoki mō te tino tauwhāinga whakahirahira i te maramataka o te ao hākinakina, arā ko ngā Taumāhekeheke o te Ao, me ngā Taumāhekeheke o te Ao Whaiora hoki ki Tōkio 2020.

### Ngā Taumāhekeheke o te Ao, me ngā Taumāhekeheke o te Ao Whaiora

Ka mutu pea hoki te pai o aua taumāhekeheke! Ahakoa i hikina mō te kotahi tau, i whakakonohia a Aotearoa e ō tātou tira, kaiwhakataetae hoki ki ngā Taumāhekeheke o te Ao, o te Ao Whaiora hoki i waenga i ngā marama o te Ākuhata me te Hepetema 2021. He hīringa wairua, he hīkinga ngākau ngā Taumāhekeheke, e rere ana te manawanui, te manahau e whakaatu ana i te mana whakarauhī tāngata o te hākinakina.<sup>1</sup>

Heoi anō pērā ki te nui hoki o ngā āhuatanga i te tau 2021, arā anō hoki ngā wero o ngā Taumāhekeheke. E whakamihī ana mātou i ngā mahi o ngā tāngata katoa i whakapau kaha ki te mātua whakarite he haumarū katoa ngā kaiwhakataetae, ngā kaiako, ngā āpiha me ngā kaimahi tautoko mō te taha ki te hāereere me te whakataetae.

### Te urupare i ngā wero o te KŌWHEORI-19

Ko te whakararu te tino karawhiu o te KŌWHEORI-19 i ngā whakahaerenga o Ihi Aotearoa me te rāngai whānui. I te tau kua hori kua tukuna te tautoko ā-pūtea ki te rāngai i te Tahua o Ihi Aotearoa kia mātua whakarite e tū tonu ai ngā whakahaere hākinakina, hei tautoko hoki i ngā hāpori kia whai wāhi atu ki ngā ara mātātoa ā-tinana. Mō te taha ki ngā kaiwhakataetae, kaupapa kairangi, e hia nei ngā momo ara tautoko e wātea ana ā-tinana/hinengaro/wairua, ā-oranga, ā-pūtea hoki hei tautoko i ngā kaiwhakataetae kia eke ki ngā taumata e taea ai i te whakangungu me te whakataetae ā-motu, ā-ao anō hoki.

He wero nui te KŌWHEORI-19 ki te rāngai tākaro, mātātoa, mahi a rēhia me te hākinakina hoki, nā konā i tino kitea te wāhi iti ki te Māori i roto i tō mātou kaupapa. Hei whakamahu ake i tēnei, i pānuitia ai e Ihi Aotearoa tōna Mahere Kaupapa Māori Urupare ki te KŌWHEORI-19 e arotahi ana ki ngā ara tino Māori nei kia Māori te Māori i tana ekenga panuku mā roto i te tākaro, te mātātoa, te mahi a rēhia me te hākinakina.

### Te whakatinana i ngā mahere rautaki hou

Ko te tau tuatahi te tau pūtea 2020/21 o te mahere rautaki hou o Ihi Aotearoa whā tau te roanga, i whakarewahia hoki e HPSNZ tā rātou rautaki 2020-2024. E whai ana i ngā rautaki o mua kua whakahuatia e ngā whakahaere e rua ngā mahere hei whakatupu i te kaupapa ki te whakatutuki i te whāinga matua o Te Tahua o Ihi Aotearoa, arā, te tautoko i te oranga o ngā tāngata katoa i Aotearoa mā te ārahi i tētahi pūnaha tākaro, mātātoa, mahi a rēhia, hākinakina hoki, e puāwai ai, e whakahihiri anō ai i te ngākau tangata. Mō te taha ki Ihi Aotearoa, ko te whakapiki i ngā taumata mātātoa a ngā tamariki, rangatahi hoki, ina koa hoki te hunga iti te mātātoa, kāore hoki/rānei e taea ana te mahi ā-tinana. E toru ngā momo whakarerekētanga ki te pūnaha kia rite tonu te eke panuku a Aotearoa huri noa i te ao.

E toru ngā āhuatanga ngātahi puta noa i Te Tahua o Ihi Aotearoa e kōkiri ana i ngā whakahaere e rua. Ko te whakapiki i te whai wāhitanga o ngā wāhine me ngā kōtiro ki ngā taumata katoa o te rāngai tākaro, mātātoa, mahi a rēhia me te hākinakina; e mātua whakarite ana he ngākau tapatahi, he pono te mahi, ka mutu, ko tōna ngako ko te whai wāhitanga; ko te mahi hoki ki te taha o ngā hoa tāpui puta noa i te rāngai ki te whakapiki i te pūmautanga tautini o te rāngai. I te tau 2020/21 kua tino pai te panuku haere o ngā whāinga rautaki a ngā whakahaere e rua.

Nā runga i te āhua o tā mātou urupare ki te KŌWHEORI-19 kua whakaterā ā mātou rautaki. Hei tauira, i tēnei tau kua huraina e Ihi Aotearoa ko ngā kaupapa kōkiri hei whakatutuki i ngā whāinga o tōna rautaki, pērā ki te Tahua Tū Manawa Active Aotearoa me ngā tahua pūtea mō ngā taumahatanga o te tangata, me te whakaritenga o te aronga ki te mahi a rēhia mātātoa ake i waenga i ā tātou rangatahi, me te whakawhānuitanga atu hoki o te kaupapa He Oranga Poutama kia nui ake te whai wāhi mai a ngā kaiwhakarato Māori, iwi hoki puta noa i Aotearoa.

Mō HPSNZ, i te whakaritenga mō ngā Taumāhekeheke o te Ao, o te Ao Whaiora, ngā mea i whakatārewahia, i taea kē ai te tutuki ngā kaupapa auaha i whakaritea i mua mō te whakataetae pahikara ki Pari 2024. I piki ake ngā mahi i ngā wāhi aronga rautaki pērā ki te whakapakaritanga o ngā ara whakatutukinga, me te whakapikinga o te tautoko ki te oranga o te tangata i roto i tētahi pūnaha tino kairangi i te tau 2020/21.

### Kaua mā te waewae tutuki

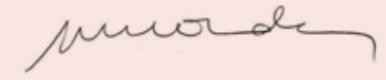
Nā runga i ngā piki me ngā heke i ngā marama 12 kua pahure ake nei kua kaha ake te whakaaro mō te tōkeke, me whai wāhi mai hoki te tangata ahakoa ko wai ki ngā ara e taea ai te whakapakari tinana, ka mutu, he mea tino whakahihiri ngā mahi a ō tātou kaiwhakataetae ki ngā atamira o te ao ahakoa ngā wero i kakea ai e rātou, e ngā kaiako me ngā kaimahi tautoko. I te tirohanga whakamuri ki te tau kua pahure ake, ka whakamaharitia mātou ki te hīringa o te oranga tinana, wairua, hinengaro hoki ki ngā putanga whaihua mā Te Tangata Whenua, me ngāi Aotearoa katoa.

E kaingākau ana a Ihi Aotearoa me HPSNZ ki te whakapau kaha kia tino whakatutukihia ngā mahi i roto i te wā e tū ake nei atu ki te tau 2024. Kāore e taea tēnei me te kore tautoko mai o ō mātou hoa pātui me ā rātou taura tangata. Kei te tino mihi hoki mātou ki te mano tini o te tūao, o ngā kaiako hoki puta noa i Aotearoa i whakapau wā ki te tautoko i te tākaro, te mātātoa, te mahi a rēhia me te hākinakina whai kōunga, ngahau anō hoki. E tāria ana te wā e taea anō ai te mahi ngātahi me ō mātou hoa pātui, kaiwhaipānga hoki ki te mātua whakarite ka whakatutuki ai mātou i tō mātou wawata, arā, he mātātoa ngā tinana katoa.

### Mā te Poari

E hiahia ana mātou ki te whakamihī i ngā hīringa i roto i Ihi Aotearoa i te tau pūtea 2020/21. I poroporoakitia ngā Manu Hautū o Ihi Aotearoa me HPSNZ, a Peter Miskimmin me Michael Scott. I te marama o Hakihea i uru mai ai a Raelene Castle hei Manu Hautū, me te mea nei kua rangatira mātou i te nui o te wheako o Raelene i roto i ngā mahi whakahaere, i tana mātau ki te whakahaere pakihī puta noa i Aotearoa, i Ahitereiria hoki. I te marama o Pipiri i pānuitia te kopounga o ngā hautū hou ki te Poari o Ihi Aotearoa, ka whakakapia ngā tūranga o Hilary Poole, Jason Shoebridge, Kylie Clegg, Rowan Simpson, i whakapiria hoki he tūranga tuaiwa ki te Poari. Ka mauria mai a Duane Kale, a Karen Vercoe, a Rakesh Naidoo, a Robyn Cockburn me Suri Bartlett he wheako hou, rerekē hoki ki tō mātou Poari, ka mutu, he tirohanga hōhonu, rerenga kē hoki i a mātou e whai ana i te aronga rautaki o Ihi Aotearoa.

I te marama o Āperira i pānuitia e ngā Poari o Ihi Aotearoa me HPSNZ ngā taipitopito o tētahi arotake i te mana arataki me te hanganga. Ko te take o te arotake kia puta he tūtohu mō tētahi tauira mana arataki ā-hanganga, ā-whakahaere e tino hāngai ana ki te kaupapa. Ko tā te tauira he whakatutuki i runga i te pai ko ngā wawata rautaki o ngā whakahaere e rua, me te whakaritenga o te hanganga tautoko whaitake tino pai rawa atu mō te rāngai. I tīmata te kōkiringa kaiwhaipānga mai i te tau pūtea 2020/21, i muri i te kopounga o tētahi pūtahī motuhake. Ka noho ngā kitenga o tēnei arotake hei aronga nui mā mātou ā te tau pūtea 2021/22.



**Bill Moran, MNZM**

Heamana, Ihi Aotearoa, High Performance Sport NZ



**Raewyn Lovett, ONZM**

Heamana Tuarua, Ihi Aotearoa



**Raelene Castle, ONZM**

Mana Hautū, Ihi Aotearoa



**Bill Moran, MNZM**

Heamana, Ihi Aotearoa, High Performance Sport NZ



**Raewyn Lovett, ONZM**

Heamana Tuarua, Ihi Aotearoa

<sup>1</sup> Ko te tikanga, ka whakanuia ngā whakatutukinga o ngā Taumāhekeheke o te Ao, o te Ao Whaiora hoki ki te pūrongo ā-tau o te tau kua hipa.

## From the Chair and Chief Executive of Sport NZ Group

The role of the Sport New Zealand Group is to work alongside the play, active recreation and sport system to lift the physical activity levels of everyone in Aotearoa and support New Zealanders to win on the world stage in a way that inspires us. This has never felt more important as the world continues to respond to the COVID-19 pandemic.

Throughout 2020/21 our primary focus remained firmly on supporting the sector, our partners, athletes and coaches to respond to the effects of COVID-19. We knew it would be an extraordinary year full of challenges but also unique opportunities to try new approaches, and of course, prepare for the highlight of the international sporting calendar, the Tokyo 2020 Olympic and Paralympic Games.

### Olympic and Paralympic Games

And what a highlight they were! After being postponed by a year, our teams and athletes represented Aotearoa New Zealand at the Olympic and Paralympic Games between August and September 2021<sup>1</sup>. The Games were inspiring and positive, a show of determination and resilience and a demonstration of the power of sport to bring people together.

But like many things in 2021, the Games were not without their challenges. We commend the efforts of everyone involved in ensuring our athletes, coaches, officials and support staff could travel and compete safely.

### Responding to the challenges of COVID-19

Disruption as a result of COVID-19 continues to be a dominating factor in how the Sport NZ Group and the wider sector operates. In the past year we have administered financial support to the sector through the Sport Recovery Fund to ensure grassroots sports organisations can continue to operate and to support communities access physical activity opportunities. For our high performance athletes and programmes, a range of support is available (performance, wellbeing and financial) to enable athletes to perform at their best in domestic and international training and competition.

COVID-19 has proved challenging for the play, active recreation and sport sector and heightened the existence of inequities for Māori within our system. To help address this, Sport NZ Ihi Aotearoa announced a COVID-19 Kaupapa Māori Response Plan that focuses on culturally distinctive pathways to enable Māori to succeed as Māori through play, active recreation and sport.

### Implementing the new strategic plans

2020/21 was the first year of Sport NZ's new four-year strategic plan and HPSNZ launched their 2020-2024 strategy. Building on previous strategies, both organisations have outlined plans to evolve the system to achieve the Sport NZ Group's purpose of contributing to the wellbeing of everybody in Aotearoa New Zealand by leading an enriching and inspiring play, active recreation and sport system. For Sport NZ, this includes improving the activity levels of tamariki and rangatahi, particularly those who are less active and/or do not have equitable access to be physically active. The HPSNZ strategic plan maps out three system shifts that will enable New Zealand to achieve sustainable success on the world stage.

Across the Sport NZ Group, there are common themes driving both organisations. Improving participation by women and girls at all levels and roles within the play, active recreation and sport sector; ensuring the wider sector is operating with integrity, fairness and inclusiveness at its core; and working with our partners across the sector to bolster the long-term sustainability of the sector. In 2020/21 both organisations have made good progress towards their strategic objectives.

In many ways, our response to COVID-19 has accelerated our strategies. For example, this year Sport NZ has unveiled exciting initiatives to meet the goals of its strategy, such as the Tū Manawa Active Aotearoa Fund and individual financial hardship funds, as well as placing a more deliberate focus on active recreation among rangatahi and expanding the long-running He Oranga Poutama programme to include more Māori and iwi providers throughout Aotearoa New Zealand.

While for HPSNZ, in preparing for the postponed Olympic and Paralympic Games, innovation projects that had previously been planned for the Paris 2024 cycle could be executed. Strategic focus areas, such as strengthening performance pathways and further supporting the wellbeing of people within the high performance system, also advanced in 2020/21.

### Committed to the cause

The challenges of the past 12-months have reinforced the need for equitable and inclusive access to physical activity opportunities and the success of our athletes on the world stage has been all the more inspiring given the challenges they, as well the coaches and support staff, have overcome. In reflecting on the past year, we are also reminded of the importance of holistic wellbeing in contributing to positive outcomes for Tangata Whenua and all New Zealanders.

Sport NZ and HPSNZ are committed to delivering strong results during this next strategic period through to 2024. We cannot do this without the support of our partners and their networks. We also greatly appreciate the work done by the thousands of volunteers and coaches across New Zealand who give their time to support quality and enjoyable play, active recreation and sport experiences. We look forward to working with our partners and stakeholders so together we ensure we deliver to our vision of Every Body Active.

### On behalf of the Board

We wish to acknowledge the changes that have taken place within the Sport NZ Group in 2020/21. We farewellled the Chief Executives of Sport NZ and HPSNZ, Peter Miskimmin and Michael Scott. In December Raelene Castle joined as Chief Executive and we are privileged to have Raelene's extensive sport administration and business experience throughout New Zealand and Australia. In June we announced the appointment of five new directors to the Sport NZ Board, who will replace Hilary Poole, Jason Shoebridge, Kylie Clegg and Rowan Simpson, with an additional ninth position added to the Board. Duane Kale, Karen Vercoe, Rakesh Naidoo, Robyn Cockburn and Suri Bartlett will add new and different experiences to our Board and bring deeply diverse perspectives as we work toward Sport NZ's strategic direction.

In April 2021 the Sport NZ and HPSNZ Boards announced details of a governance and structural review. The purpose of the review is to recommend a fit-for-purpose governance, structural and operating model that can most effectively deliver the strategic visions of both organisations, while also offering the best and most efficient support structure for the sector. Stakeholder engagement got underway in 2020/21, following the appointment of an independent agency. The findings of this review will be a significant focus for us in 2021/22.

**Bill Moran, MNZM**  
Chair, Sport NZ and High Performance Sport NZ

**Raewyn Lovett, ONZM**  
Deputy Chair, Sport NZ

**Raelene Castle, ONZM**  
Chief Executive, Sport NZ Group

**Bill Moran, MNZM**  
Chair, Sport NZ and High Performance Sport NZ

**Raewyn Lovett, ONZM**  
Deputy Chair, Sport NZ

<sup>1</sup> As is custom, we recognise our Olympic and Paralympic achievements in the annual report of the preceding financial year.

Wāhanga Tahī  
Section 1

Mō Ihi Aotearoa  
About the Sport NZ Group



# Te Tāhua o Ihi Aotearoa About the Sport NZ Group

## Why

To contribute to the wellbeing of everybody in Aotearoa New Zealand by leading an enriching and inspiring play, active recreation and sport system.

### Our vision

Sport NZ Ihi Aotearoa

**Every  
Body  
Active**

### Our strategy

- Improve activity levels of tamariki and rangatahi
- Focus on those who are less active
- Promote equitable access to physical activity

### How we work

- Direction setting:**  
Promoting physical activity in policy
- Collaboration:**  
Working with partners

- Insights:**  
Using research and evaluation to guide our work
- Investment:**  
Funding for new and existing partners

- Advocacy:**  
Promoting the benefits of being physically active

HPSNZ

**Inspiring  
Performance  
Every Day**

- Identify and develop athletes and coaches
- Support more athletes and more sports
- Increase wellbeing and diversity

- Partnerships:**  
To increase performance and sustainability
- Support:**  
For athletes pre-, during- and post-high performance careers

- Nationally and regionally:**  
To enhance performance environments
- Innovation:**  
Drawing on NZ and global intelligence and research

- Specialist services:**  
To support performance and wellbeing

### Our network



### Our commitment to Te Tiriti o Waitangi

#### Partnership

Sport NZ Ihi Aotearoa is committed to partnership with tangata whenua. We will through joint action, agree on a partnership approach and kaupapa that mutually benefit the partnership, to improve the wellbeing of tangata whenua and all New Zealanders.

#### Protection

Sport NZ Ihi Aotearoa is committed to the active protection of Māori tikanga, te reo, taonga, and matauranga Māori. Through our partnerships and relationships with tangata whenua, we will support the realisation of tangata whenua tino rangatiratanga.

#### Participation

Sport NZ Ihi Aotearoa is committed to equitable and accessible opportunities for tangata whenua and all New Zealanders. We value culturally distinctive pathways that enable tangata whenua and all New Zealanders to participate and succeed as themselves.

### Funding

- Crown per annum \$209m
- Lottery Grants Board \$76m

### Governance

- Crown entity boards
- Sport NZ
- HPSNZ

Wāhanga Rua  
Section 2

Ngā mahi i 2020/21  
Activity in 2020/21



**Aotearoa ki  
Tōkio 2020  
Aotearoa  
New Zealand at  
Tokyo 2020**

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**7**

Olympic Gold medals

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**6**

Olympic Silver medals

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**7**

Olympic Bronze medals

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**13th**

for Olympic medals won

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**4th**

for Olympic medals per capita

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**20**

Olympic medals across 11 sports

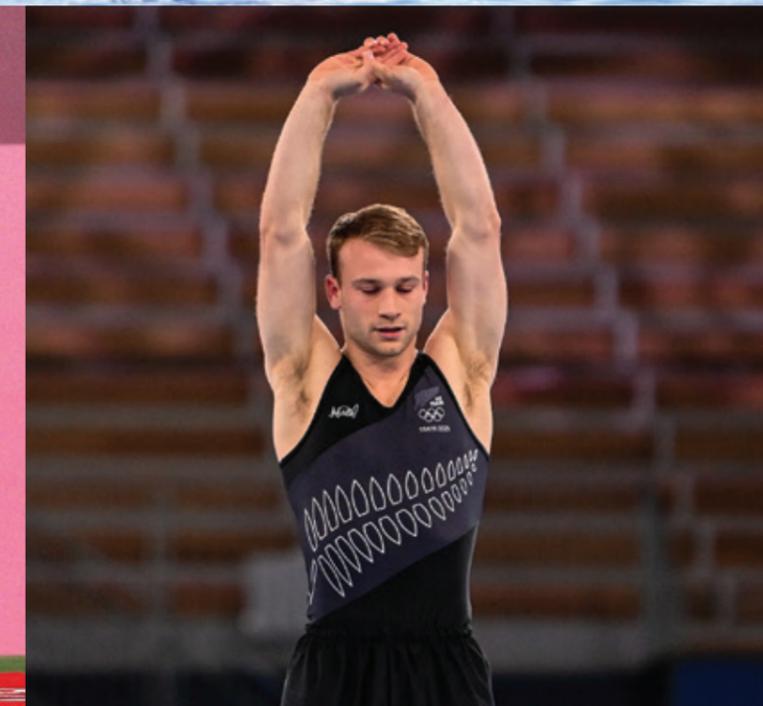
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**222**

athletes - our largest Olympic team

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**12**



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**6**

Paralympic Gold medals

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**3**

Paralympic Silver medals

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**3**

Paralympic Bronze medals

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**21st**

for Paralympic medals won

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**18**

new Paralympians

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**12**

Paralympic medals

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**2**

Paralympic records broken

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**14**



## Preparing for Tokyo 2020

Throughout 2020/21, in the lead up to the postponed Olympic and Paralympic Games, a significant focus for HPSNZ was working with athletes, coaches and officials to prepare for the Games and manage the conditions of travel and competition in a COVID-19 environment. Supporting wellbeing and applying our world-leading innovation, intelligence and research was critical throughout the Tokyo cycle.

### Wellbeing at the forefront

We know that when athletes are feeling good in every aspect of their lives they perform well. These are some of the steps teams across HPSNZ have taken – and continue to implement – to support the health, safety and wellbeing of people in our sector:

- Focused on providing integrated, consistent and holistic support both online and in-person. For example, in medicine, psychology, athlete life and nutrition.
- Extended the Performance Enhancement Grants for one year when the Games were postponed providing athletes with greater financial security during a time of limited to no international pinnacle or benchmark events.
- Provided National Sporting Organisations with travel and health guidelines to lift awareness and capability of operating safely in a COVID-19 environment. This included ensuring our approach to safety plans was consistent across the sector.
- Incorporated a stronger focus on coach wellbeing into our work with campaign coaches.
- Engaged across government to understand how training could take place safely at different alert levels. We aimed to reduce the uncertainty as much as possible for our athletes, their coaches and support teams.
- Worked with wider Government to secure spots in MIQ for the Olympic and Paralympic Teams and ensured support is available for the duration of their time in MIQ, in recognition of the additional strain isolation can have on people following the intensity of events such as the Olympic and Paralympic Games.

## Supporting domestic training and competition

We worked with National Sporting Organisations to ensure domestic training environments supported athletes while there was no, or very limited, international competition. For example, HPSNZ provided additional performance support to Athletics New Zealand to enable a priority athlete to train in Christchurch and worked with Yachting New Zealand to support sailors to train in waters similar to what they would experience in Tokyo.

Innovative approaches were also applied to replicate international competition environments and ensure our athletes were in the best position possible when competition resumed. For example, David Liti competed virtually in the IWF PanAm Cup from HPSNZ's Auckland training facility.

### Innovation critical to our success in Tokyo

HPSNZ teams working in intelligence, research and innovation were involved in a wide variety of activity to ensure our Olympic and Paralympic teams were prepared for the heat in Tokyo, and that they could travel safely and perform at their best.

HPSNZ's innovation projects are often years in the making and worked on throughout a normal 4-year Olympic cycle. In addition to the projects completed in time for the originally scheduled Olympic and Paralympic Games, such as new canoe boats which offered more even weight distribution, the year-long postponement provided HPSNZ with an opportunity to advance innovation projects previously planned for the Paris cycle.

For example:

#### Equipment

In track cycling training, a "mini-clogger" is fitted to each bike to capture key metrics, such as velocity, cadence and heart rate of the rider. Normally the size of a mobile phone, the mini-clogger was too heavy to attach to a bike during a race but by using different materials the mini-clogger could be made small enough to use on bikes during a race, providing valuable data for coach and athlete.

Our teams have also developed an instrument that measures the strength of a rowing oar being pulled through the water. This provides real-time data to the coach that can inform feedback to athletes and selection decisions.

3D printing technology is enabling HPSNZ to design bespoke equipment for athletes, including prosthetic limbs for para-athletes.

## Training

HPSNZ, working with rowing and canoeing national bodies, used gamification principles to develop technology to replicate a race environment. A small tablet device is positioned at the rower's feet and displays the rower's boat alongside a competitor boat, which is set to a pre-programmed race time. The rower races against the "ghost boat", with real-time data delivered to the coaching boat. This technology is now used in everyday training.

New Zealand is advancing its reputation as a leader in power sports, such as rowing, canoeing, cycling and shot-put, largely due to our expertise in eccentric training. Eccentric training techniques lengthen muscles to support simultaneous fast and powerful movement. HPSNZ has developed eccentric training machines, which are linked to software. The extra year to prepare for the Olympic Games allowed HPSNZ to deploy these machines to four high performance training facilities around Aotearoa. They've been used by most of our medallists.

## Apparel

Learning from international speed skating teams, HPSNZ saw an opportunity to further enhance performance by using smoother materials that reduced drag for both land and water sports. The new bespoke clothing was worn by medallists such as Lisa Carrington, Caitlin Regal, Campbell Stewart and Ellesse Andrews at the Tokyo 2020 Olympic Games.

## Intelligence

The HPSNZ Intelligence Team developed software and dashboards to track and manage the logistics of vaccinating and testing our Olympic and Paralympic team members. This data, along with other health and safety measures, ensured zero cases of COVID-19 within our travelling Olympic and Paralympic contingent. It's also enabled scenario planning as HPSNZ prepare for other upcoming events, such as the Winter and Paralympic Games and Commonwealth Games next year.

## Dealing with the heat in Tokyo

The Tokyo Olympic Games were expected to be the hottest on record with temperatures consistently above the 30-degree Celsius mark and high humidity levels. HPSNZ supported athletes to adapt to and prepare for the hot temperatures with a heat chamber. To reflect the Tokyo performance environment more accurately, reaction-time and decision-making challenges were added to their work in the heat chamber, such as complex cognitive problem solving and imagery tasks. This played a vital role in preparing athletes mentally to handle the Tokyo heat. HPSNZ's collaboration with tertiary institutions was vital for securing and increasing access to heat chambers.

To cool down during their events in Tokyo, athletes used ice vests and drank ice slushies. The HPSNZ Innovation and nutrition teams also developed a menthol drink to help athletes feel cooler.

## Preparing for travel

HPSNZ set up a Travel Advisory Group in 2020 with representation from across the organisation as well as WorkSafe New Zealand to ensure health and safety risks posed by international travel are managed appropriately when assessing applications for our staff to travel. To support the sector manage and prepare for international travel, HPSNZ issued guidance and held webinars on how to develop robust travel plans for teams, athletes, coaches and officials. In some instances, financial assistance was provided to sector organisations so they could access external expertise when developing their travel plans.

HPSNZ also worked collaboratively with Sport NZ and the Ministries of Health and Business, Innovation and Employment to manage MIQ requirements and progress priority access to COVID-19 vaccines for the Tokyo Olympic and Paralympic teams. Procedures in the lead up to and throughout the Olympic and Paralympic campaign were successful at protecting the health and safety of our athletes, coaches, officials and support staff during the pandemic.

## Te urupare me te whakaora KŌWHEORI-19 COVID-19 response and recovery

In the early stages of New Zealand's response to COVID-19, Sport NZ Ihi Aotearoa focused on providing short-term assistance to a broad range of community organisations across the sector who had been impacted by the loss of commercial and Class 4 revenues and membership fees. We also developed advice for the sector in areas such as alert level guidance, hygiene and sanitation, international travel, and templates to support business continuity planning.

To further support the sector in the short- and medium-term, and to assist the sector become more resilient in the future, the Government announced a Sport Recovery Fund of \$264.6m over four years in Budget 2020. To June 30 2021, Sport NZ had announced \$201.8m of funding to the sector. Over the next four years, the remaining \$62.8m will be provided based on the needs of the overall system.

With our support and guidance, organisations were able to deliver their services and programmes in a safe environment as quickly as possible and commercial arrangements were protected as much as possible. Our athletes were able to perform on the world stage at significant sporting events, including the Olympic and Paralympic Games. New Zealanders also enjoyed several international events on home soil, including the 2020/21 summer of cricket series with teams from Pakistan, Bangladesh, Australia and England all traveling to New Zealand to play our men's and women's teams.

### Participation

Between April 2020 and April 2021, we also studied how participation in physical activity changed for tamariki, rangatahi and adults as a result of the COVID-19 pandemic. For tamariki, participation in physical activity has returned to levels seen in a typical April quarter, following a reduction in April 2020. However, participation by rangatahi remains lower than a typical April quarter. The proportion of rangatahi citing fatigue and/or a lack of motivation as barriers to increasing participation is higher than a typical April. This evidence confirms Sport NZ's focus is well placed on trialling new initiatives to engage tamariki and rangatahi in physical activity and working with our sector partners to improve young people's experience of participating in formal and informal physical activity.

Meanwhile, our surveying shows the amount of time adults are being active, and the number of sports and activities, remain lower than a typical April. During alert level 4, adults from high deprivation areas and those aged 18-34 experienced the biggest drop in participation, and subsequent surveying shows a return to pre-COVID-19 levels of participation for these groups has not been achieved. Participation levels in Auckland, which has experienced greater disruption due to COVID-19, continue to be negatively affected.

### Recovery Package Investment

Three outcome areas have guided our decision-making when allocating the Sport Recovery Fund:

#### Reset and Rebuild

Sport NZ's initial response to the pandemic was to ensure the funding supported those requiring immediate relief, including grassroots organisations, professional sports, major events and our high performance programmes and athletes. This included:

- Two community resilience funds, which provided short-term support to almost 2,000 sector organisations. As a result of this funding, none of our national partners reported financial failure of any affiliates.
- Additional funding to support all 91 investment partners respond to the pandemic, including the running of national leagues for 12 sports affected by COVID-19. For example, the domestic women's rugby tournament, the Farah Palmer Cup, ran over a slightly shorter season with two regional pools to limit travel.
- Support for professional leagues and clubs to remain viable and return to competition, including the ANZ Premiership Netball League and clubs, Wellington Phoenix, Vodafone Warriors and Super Rugby teams. For a considerable period of 2020, New Zealand was one of the few countries where professional sports leagues could continue.
- Contributions towards enhancing domestic training and competition environments for high performance athletes ahead of Tokyo 2020. For example, new domestic competitions were held in athletics to help athletes prepare for international competitions.
- We've continued to hold a COVID-19 alert level contingency fund to provide additional support in the case of alert level changes. A small amount has been used for athletes' MIQ costs for approved Olympic and Paralympic qualification events and significant sporting events that meet the Border Exemption criteria.

## The Tokyo 2020 Games Zone

As part of the celebration to mark Tokyo 2020, Sport NZ and HPSNZ created a Tokyo-themed sports zone at the New Zealand Olympic Committee's NZHQ at the Cloud on Auckland's Queens Wharf. More than 25,000 visitors, including 6,000 school children, visited the zone and were able to have-a-go as we turned Olympic events into motion-activated, super-fun 8-bit games.

Motion-detecting cameras sensed participant's movements and replicated them onto the screen, turning them into karate kids, surfers, hurdlers and baseball players at the mound. The #TokyoGamesZone aimed to celebrate our Olympic athletes and their achievements, inspiring young people to learn about

existing and emerging Olympic sports. Some lucky kids were also treated to close encounters with past and present Olympians including Andrea Anacan, David Liti and Eliza McCartney.

The Games Zone was a key component of The NZHQ, drawing daily crowds of kids and adults alike. It's shown us the opportunities that lie ahead to engage and inspire Kiwis through the achievements of our elite athletes. Research into understanding the specific factors that inspire New Zealanders and contribute to our cultural identity is set to begin later in 2021.



### Strengthen and Adapt

While responding to the immediate demands of the pandemic has been a priority, Sport NZ is working with the sector to strengthen their capability and capacity to operate successfully now and into the future. Initiatives include:

- Investment into High Performance Sport NZ's 2024 strategy, which will enhance the performance pathway for athletes and coaches, supporting athlete and coach wellbeing and providing greater financial certainty for NSOs.
- A Strengthen and Adapt programme supports current national partners to develop and implement initiatives that ensure greater relevance with the communities, participants and athletes they serve, for example through new operating models or greater collaboration. Eleven national partners, representing sport, Māori sport and recreation organisations, were selected to be part of the first wave of Strengthen and Adapt funding.
- A culturally distinctive plan to ensure our response would be effective for Māori. Four kaupapa are funded through the Kaupapa Māori response plan: support for Māori NSOs, expanding He Oranga Poutama, developing MaraeFit Aotearoa – a marae-centric physical activity initiative – and Te Ihi fund. Read more about these kaupapa and how Sport NZ is honouring its Te Tiriti o Waitangi commitments on page 29.
- Sport psychology, counselling and other medical support extended to non-carded, non-supported athletes on the New Zealand Olympic and Paralympic Games long-list to mitigate the wellbeing impacts athletes may experience as a result of COVID-19.
- Improving the facilities at key training and match venues for the upcoming women's world cup events in rugby, cricket and football. Upgrades will provide gender neutral, fit-for-purpose, multi-sport amenities for players, referees and umpires. Just over half of the funding has been allocated to support the development of competition and training venues for the Rugby World Cup in Auckland and Northland.
- Support to help Drug Free Sport NZ improve athletes' understanding of the risks of doping and enhance its testing programme to keep up with changes in technology.

Many of these initiatives will continue to be developed and implemented in the next one to three years and we'll also evaluate how they are contributing to our medium- and long-term outcomes.

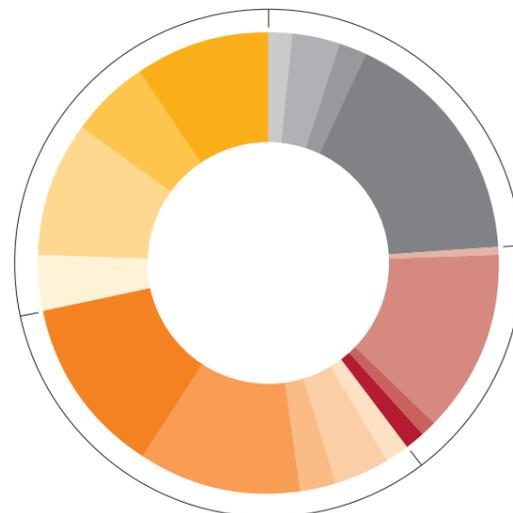
### Different and Better

The Sport Recovery Funding has enabled Sport NZ Ihi Aotearoa to try new things, to work with new organisations and reach new communities, such as:

- Launching the Tū Manawa Active Aotearoa fund in August 2020 to provide physical activity opportunities for tamariki and rangatahi, particularly those who are less active or missing out on opportunities for play, active recreation and sport. The \$16m per annum fund is administered by Regional Sports Trusts, which have approved more than 90% of their available funds in the first 10 months. Read more about Tū Manawa Active Aotearoa on page 23.
- Partnering with two agencies to pilot individual hardship funds for tamariki and rangatahi who are missing out on physical activity opportunities due to financial hardship. The Active Me – Kia Tū fund, administered by Variety NZ, has supported 778 tamariki and rangatahi in Auckland and Northland with sports clothing and gear, club fees and other costs associated with competitions. The second fund, Te Kīwai provides direct support for tamariki and rangatahi Māori in the South Island in partnership with Te Pūtahitanga o Te Waipounamu. Both funds were launched in March 2021.

### Recovery Package

- Reset and Rebuild
- Strengthen and Adapt
- Different and Better
- Not yet committed



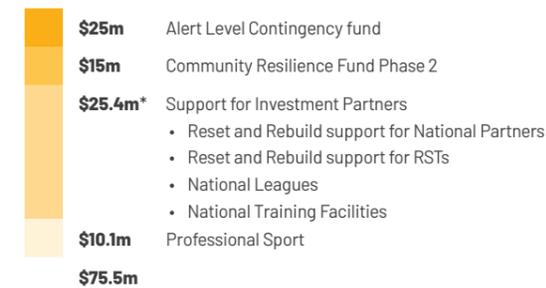
Total recovery spend as at 30 June 2021 showing alignment to recovery outcomes and as a proportion of the total budget.

Committed as at June 2021:

### \$201.8m

#### Reset and Rebuild

Short term support to help sport and recreation organisations get through initial impact of COVID-19.



#### Strengthen and Adapt

Support to help the sector rebuild in medium term and make changes to operate successfully post-pandemic.



#### Different and Better

Reimagining the future. New approaches, ideas, technologies for improved well-being through play, active recreation and sport.



#### Not yet committed



\* Contributes to Reset and Rebuild and Strengthen and Adapt outcomes

\*\* Projects that receive funding may contribute to all three outcomes

**Bold Italic:** Not yet announced

### Futures Project

We recognise the need to support the sector to be more resilient and sustainable in the future. In partnership with Māori and our other sector partners, we have been looking into the future of play, active recreation, and sport in Aotearoa New Zealand to ensure we're in the best position to respond and adapt to global challenges. The COVID-19 pandemic is the most recent, and wide-reaching, challenge shaping the future of our sector.

We followed a bicultural process in partnership with Māori to develop our preferred future by adopting the analogy of a waka hourua (double hulled waka). Two groups, Te Tūara & Te Roopu Tūmau and the Working Group, each designed their vision for the preferred future, before coming together on the papa noho (bridge between the two hulls) to share. Both groups employed different approaches to exploring the future, but arrived at a similar version of a preferred future where:

- physical activity is part of a much larger wellbeing agenda
- culture and identity are important, i.e., Mana Māori, being New Zealanders
- communities are empowered.

Our future sport system must be equitable and inclusive, empower communities, honour the principles of Te Tiriti o Waitangi, prioritise wellbeing, and protect the natural environment in which everybody can be active. Our vision for the preferred future can be grouped under five pou (pillars):

1. Mana Taurite – a just society
2. Mana Tangata – empowered communities
3. Whakamana i te Tiriti – giving effect to Te Tiriti
4. Oranga Taiao, Oranga Tangata – relationships with the natural environment
5. Mauri Ora – wellbeing

In the latter half of 2020/21, we've engaged with organisations throughout the sector to share the process and findings that led us to identify the characteristics of the preferred future. We also started to identify actions that organisations and people within the play, active recreation and sport system, including Sport NZ, can take to bring the future to life.

## Te whakapiki i ngā taumata mātātoa ā-tinana o ngā tamariki me te hunga rangatahi Improving the physical activity levels of tamariki and rangatahi

A major focus for Sport NZ Ihi Aotearoa, in both its COVID-19 recovery plan and 2020-2024 strategic plan, is on improving the quality of experiences on offer to tamariki and rangatahi in play, active recreation and sport. We know positive experiences of physical activity help children and young people to develop a life-long habit of being physically active.

In 2020/21 Sport NZ progressed and launched a range of initiatives designed to boost participation levels of tamariki and rangatahi in physical activity, particularly in communities who are less active and/or do not have equitable access to participate, such as women and girls, disabled people and Māori.

### Play

Play is a vital part of physical and cognitive development for our tamariki and important for wellbeing. It is the foundation, alongside physical education, of physical literacy. Sport NZ has a role in making sure that opportunities for play are preserved, enhanced and relevant.

Sport NZ has been working closely with Regional Sports Trusts and local government to grow advocacy for play. There is now a regional Play lead in 18 RSTs and we also worked with local government organisations to trial a Local Play Advocate role, which will work across the council's activity to ensure play opportunities are created and protected. Hamilton City Council is the first to trial this position with another three councils expected to appoint advocates in 2021/22.

To further support our partners and regional play network, Sport NZ:

- delivered a National Play Workforce Hui in March 2021 with 60 representatives from RSTs and local councils around the country. Taking place in Christchurch, the hui was an opportunity for attendees to co-design play interventions in Ōtautahi Christchurch that could take place between the red zone and the coast. Seven solutions were designed during the hui, with the strongest projects continuing to be discussed with community, Sport Canterbury and the Christchurch City Council.

- partnered with Te Hiringa Hauora/Health Promotion Agency to deliver the inaugural National Play Week in December 2020 to raise awareness of the importance of play in children's development and wellbeing. The Play Week campaign received steady engagement on social media, with Facebook posts from Te Hiringa Hauora reaching an audience of 170,000. We'll focus on growing National Play Week in the years to come.
- continued to develop our bicultural Play strategy to ensure play has a strong bicultural foundation in Aotearoa. The strategy draws on the characteristics of Māui (a Māori demigod) and his brothers, aligning each to an area of focus and commitments.

### Māori Voices of Play insights report

We continued to develop our Play Action Plan in 2020/21 and published a critical component of this work, the Māori Voices of Play insights report. We wanted to know what Māori play looked like in the past, what it means to whānau now and what they aspire play to look like in the future. We believe that a Play Action Plan developed with and for whānau will contribute to positive wellbeing outcomes for all New Zealanders.

The report, published in March 2021, recommends a series of actions, such as ensuring the Play Action Plan recognises Te Ao Māori, establishing a network of Māori Play Champions, investing in Māori resource and capability both within Sport NZ and externally, and developing resources to support the delivery of Māori play initiatives.

### Play Streets

Sport NZ has been working with Waka Kotahi New Zealand Transport Agency and 8 councils around the country to run Play Streets: short, resident-led road closures on quiet, low-risk streets that allow neighbourhoods to play safely and freely outside their houses.

In 2020/21 there were 17 Play Street events as part of the pilot project. Traffic management procedures are key to a successful Play Street and the pilot project involves developing a new process for street closures. Sport NZ is working on phase two of this pilot project, which will be focused on one region.

### Healthy Active Learning

In partnership with the Ministries of Health and Education, Sport NZ has entered its second year of delivering the physical activity component of Healthy Active Learning into 300 primary schools and kura as part of phase one. The initiative is designed to improve the wellbeing of children and young people through healthy eating and drinking, and quality physical activity, with a particular focus on decile 1-4 schools/kura. At the end of 2020/21 Healthy Active Learning was being implemented in 331 schools and kura, exceeding the target by 31.

During 2020, Sport NZ partnered with seven Regional Sports Trusts (RSTs) to employ a physical activity workforce to support primary and intermediate schools and kura create healthy and active learning environments. This includes supporting teachers and kaiako to plan and deliver quality health and physical education and the Hauora curriculum.

Working with schools and kura in Auckland, Canterbury, Bay of Plenty, Gisborne Tairāwhiti, Northland, Southland and Wellington, the workforce has built strong connections within schools, kura and their local communities, despite the disruptions caused by COVID-19. At the start of 2021, a Community Connector workforce was employed to complement the existing physical activity workforce.

Sport NZ has also been piloting a kaupapa Māori approach to Healthy Active Learning specifically targeting Māori-medium settings (levels 1-2), based on the Atua Matua framework, an environmental approach to physical activity and wellbeing that has significant relevance and meaning for Māori. The programme, known as Tapuwaekura, has engaged 18 kura in 2020/21 and initial evaluation shows that kura leaders support the Atua Matua approach. The next phase of Tapuwaekura is to develop and strengthen the support package available to kaiako and kura.

The three lead agencies have worked with Massey University to understand and evaluate the impacts of the Healthy Active Learning initiative in its first full year. Teachers reported high levels of confidence in teaching health and physical education curriculum strands, for example 82.9% of teachers surveyed feel they are moderately or very confident in teaching movement concepts and motor skills.

Over the medium-term Healthy Active Learning aims to improve access to quality physical activity opportunities in schools and their surrounding communities. The evaluation shows 73% of teachers agree or strongly agree that their school had access to a wide range of quality facilities to be active. This view is supported by whānau, although whānau feel that the cultural perspectives of physical activity in schools and the community could be further developed.

Planning for Phase Two of Healthy Active Learning (2022-2024) is underway. Sport NZ aims to partner with all 14 RSTs to implement the programme across all regions of Aotearoa New Zealand, reaching a total of 800 schools and kura.

### Tū Manawa Active Aotearoa Fund

As part of our COVID-19 recovery efforts, we established the Tū Manawa Active Aotearoa Fund in August 2020 to support programmes or projects delivering play, active recreation and sport experiences for tamariki and rangatahi, particularly among communities where participation has been low. The \$16m per annum fund, which is managed by Regional Sports Trusts, is designed to support a wider range of activities and quality experiences than its predecessor, Kiwisport.

In the first 10 months of the Fund, RSTs focused on establishing new processes to ensure funding reaches the community. Sport NZ ensured there was a kaupapa Māori pathway for culturally distinctive projects requiring Māori leadership and decision-making. Eleven out of 14 RSTs approved more than 90% of their available funds. RSTs received more than 2500 applications, with the vast majority dedicated to active recreation and sport initiatives. The 'play' domain is often less well understood but it was encouraging to see applications for play initiatives approved at similar rates to active recreation and sport.

Following an evaluation of the first 10 months, a few changes will be made to the application process to ensure the fund continues to deliver its intended outcomes. The application form will be shorter, the language used more accessible, and a stronger focus will be placed on empowering local decision-making. Individual RSTs have also identified priority groups that might be less active, for example isolated rural and migrant and refugee communities.

**Examples of how Tū Manawa funding is supporting physical activity experiences across Aotearoa:**

Favona School in Mangere received new play equipment through Tū Manawa Active Aotearoa funding and CLM Community Sport in Counties Manakau. The school's previous play equipment needed an upgrade and the school saw an opportunity to provide different equipment that would encourage children of all ages to be more active and creative.

The Canterbury Regional Basketball Foundation accessed Tū Manawa funding to expand its successful mentoring programme for tamariki and rangatahi through basketball. Eight players from the Canterbury Rams are working with young people aged 8-18 in higher deprivation communities, integrating basketball with short mentoring discussions to build trust. The Tū Manawa funding will allow the programme to extend into more schools and reach more young people over a longer timeframe. Teachers who work with tamariki and rangatahi in the programme have noticed students have increased self-confidence and self-esteem.

A beach camp for 7 rangatahi tanē attending Te Aratika Academy in the Hawke's Bay was funded through Tū Manawa. At the camp rangatahi learnt to snorkel/dive, caught kaimoana, learnt local pūrākāu (stories/myths) and tikanga, and prepared the kaimoana that they had caught. The funding has allowed Te Aratika Academy to purchase dive and snorkel equipment so students can continue to dive together, learning valuable skills to provide for their whānau and building connections to Tangaroa and the whenua.

**Approved applications by targeted group**



- 34% Tamariki
- 34% Rangatahi
- 11% Women and Girls 19-24
- 12% Disabled tamariki and rangatahi
- 9% Kaupapa Māori

*We're pleased with the range of targeted groups represented in the approved applications in the first year of Tū Manawa. Note: applications can cover multiple groups.*

**Funding by domain**



■ Amount paid to date ■ Approved amount

*Tū Manawa aims to get funding to the communities and organisations providing play, active recreation and sport opportunities as efficiently as possible. Nearly 75% of the approved funding has been paid.*

**Balance is Better**

Balance is Better is about creating quality experiences to keep young people active and participating in sport. Under our current strategy the focus is primarily on rangatahi.

In April 2021 a further 10 national sporting bodies committed to the Balance is Better movement, bringing the total to 15. The NSOs are taking collective and individual action to keep young people in sport by putting a stronger focus on fun and development, reviewing existing competition structures and encouraging youth to play multiple sports rather than specialising too early. Part of the Balance is Better movement also includes recognising and addressing barriers to participation for young people, such as uniform rules and the location and time of activities.

Here are some examples of positive action:

- Sport Canterbury facilitated an agreement between six regional sports organisations to align the start and end dates of the 2021 winter season. With codes agreeing that the winter season will run from 1 May-5 September, young people can enjoy a true "off season" and the transition between summer and winter sports is more manageable for families, participants, volunteers and officials. Less training and game time also ensures young people sustain a love for sport and being active.
- Cricket Manawatū began working with regional secondary schools in late 2018 to engage more girls in cricket. After running taster sessions in PE classes and supporting the schools to find coaches, a mid-week competition was launched in Palmerston North. All games took place at one location with girls playing on fields next to each other. Combined with music, prizes and even making TikTok videos, this created a social atmosphere and a safe space for rangatahi wāhine to try cricket. The competition doubled in size within one year from six teams to 12 and attracted interest from four more Manawatū schools.
- Netball New Zealand replaced the under 11 and 12 representative programmes with skill development opportunities for more participants after recognising that the selection process for representative programmes narrowed the talent pool and that early specialisation didn't necessarily set up future athletes for success. An estimated 700 extra participants have received a development opportunity as a result of the change.

Sport NZ is supporting the sector with these commitments and changes through initiatives, such as:

**Coaching for Impact:**

Since February 2021, 60 secondary school age coaches from around the country have been participating in a 24-month programme, which includes learning camps, mentoring support, and coach observation. Sport NZ received strong interest in the programme with 360 applications representing 41 different sports.

**Residential Learning Opportunities:**

Sport NZ has expanded its successful three-day residential learning programme to engage with the diverse workforce involved in delivering youth sport including parents, coaches, sport development personnel and sport system leaders. Residential courses are now held for Coach Developers, Sport Development Leaders, Good Sports Developers (working with parents) and planning is underway to pilot a programme for Regional Sport Directors (Secondary School).

**Training the Trainers:**

As the number and range of residential learning courses has expanded, so has the need to have a wider group of highly capable trainers to deliver these programmes. To facilitate this, Sport NZ launched a new Trainer Programme in 2020/21 for 16 trainers from a range of different settings to receive ongoing development for 18-months.

**COVID-19 support:**

As part of its guidance and support to the sector throughout COVID-19, Sport NZ provided tips for parents, schools and clubs for re-engaging with sport after a lockdown or changes in alert levels.



## Insights into rangatahi participation

In June 2021, Sport NZ released its Spotlight on Rangatahi report, which uses Active NZ survey data to better understand play, active recreation and sport for rangatahi ages 12-17<sup>2</sup>.

The data showed that participation in physical activity peaks between ages 12-14 and then begins to decline steeply from age 15. Our annual Active NZ survey data was presenting a similar trend, although the Spotlight on Rangatahi report is the first time we've looked at variation in physical activity levels by age.

The report also showed that:

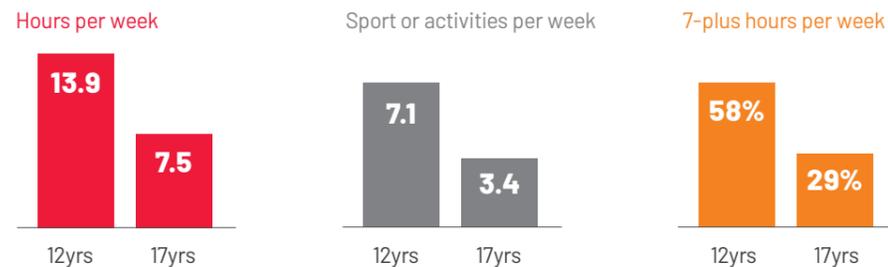
- on average, Māori and Pacifica rangatahi spend more time being active than other ethnic groups, while Asian young people have the lowest levels of participation on average.
- rangatahi wāhine (young women) spend less time being active than rangatahi tāne (young men), and between ages 16-17 are more likely to be inactive (<30 min/week). Young men are more likely to be active for 7+ hours a week.

- rangatahi in high deprivation areas are less likely to spend 7+ hours a week being physically active compared to all rangatahi, while in higher socio-economic areas there are more instances of young people doing 7+ hours a week of physical activity compared to all rangatahi.
- by age 17 young men are more likely to do PE and report higher levels of enjoying PE. Rangatahi wāhine have lower levels of satisfaction with PE in secondary school and are less likely to feel encouraged by school staff to be active.
- there is no overall gender difference in time spent in organised physical activity.

The report's findings reinforce the need for tailored programmes and initiatives in both active recreation and sport. The report also shows there is an opportunity to focus on incorporating more physical activity into everyday life, such as during class and break time at school, getting to and from school and when spending time with friends.

### Spotlight on Rangatahi

Rangatahi do less as they get older



46%

46% drop in average time spent being active between 12-17 years

#### From 15 years:



The steepest drop in participating is in organised sports and activities compared with informal activities

#### By 17 years:

1/2

1 out of 2 rangatahi take part in competitive sport, PE and training or practicing with a coach or instructor

3/4

3 out of 4 continue to be active alone and with others and for extra exercise, training without a coach or instructor

6/10

6 out of 10 rangatahi are too busy to be more active, especially females – 62% compared with 50% for males

7+ 😊

Happiness levels are higher for rangatahi who spend 7-plus hours per week being active

<sup>2</sup> Data was collected between 2017 and 2019 from 5,711 rangatahi.

## New approaches to reach tamariki and rangatahi

There are a range of social, economic, technological, political and environmental factors that are currently impacting – or have the potential to impact – participation in physical activity. To respond to this, we, alongside our system partners, need to try new ways of encouraging tamariki and rangatahi to be physically active.

In the past year, Sport NZ has advanced several pilot projects, such as:

### Te Pou o Te Whare

An initial pilot project developed in 2018 between Sport NZ and Oranga Tamariki has developed into a broader collaboration with Canterbury organisations to support the wellbeing of tamariki and rangatahi in the care of Oranga Tamariki. Te Pou o Te Whare is a co-designed framework founded on the idea of building a whare (house). At the centre of the whare is the pou, representing the young person around which all decisions are made.

Te Pou o Te Whare pairs children and young people with a mentor who supports their motivation, confidence and relationship building capability through physical activity. The project has also created and implemented a professional development programme to help sector providers better engage with and be more responsive to the needs of tamariki and rangatahi in care or custody.

After its first year, this project is showing considerable positive impacts for young people who face more barriers than most. The programme is expected to be rolled out to other regions in Aotearoa New Zealand in the coming year.

### In our Backyard

As the country hosts a series of major sporting events 'in our backyard' over the next few years, Sport NZ is leading a project with the Ministry of Education, Ministry of Business, Innovation and Employment and four national sport organisations to further shape learning through sport in New Zealand schools and kura.

The project builds on lessons from the America's Cup events hosted in New Zealand, where sailing experiences offered to schools were embedded in a larger programme focused on the science, technology, engineering and maths involved in harnessing the power of the wind to reduce the impact of climate change. A break from the traditional approach of simply "having a go" at a sport, the programme provided context for young people to think about some of the challenges New Zealand faces.

It's early days yet but we're seeing real excitement from schools and sporting organisations as they co-design programmes for the upcoming women's world cup events in rugby, cricket and football.

### Regional Active Recreation Advisors

In July 2020 Sport NZ established a pilot project to test the impact a dedicated recreation advisor within a Regional Sports Trust could have on the quality of active recreation opportunities and experiences.

Sport Tasman and Sport Hawke's Bay were successful in securing investment for a 12-month Regional Active Recreation Advisor (RARA). Sport Tasman focused on young people from geographically isolated, refugee and migrant communities, using the outdoors as the central focus; while the RARA at Sport Hawke's Bay worked with young people from high deprivation urban communities, using a Te Ao Māori approach as a vehicle for youth engagement.

A review of the first year of the RARA role showed that:

- establishing trust and strong relationships with young people and community organisations requires time and must come before initiatives are developed.
- a diverse network of partners is needed to support youth initiatives. Organisations that aren't traditional partners of the sports sector, such as the Red Cross, have vital connections with youth and whānau in their communities.

## He tautoko i runga i te Ara Hākinakina Support along the Performance Pathway

HPSNZ provides targeted coach and athlete support to facilitate pathways that deliver strong performances and enhance the long-term sustainability of the system. The performance support provided to National Sport Organisations in preparation for the postponed Tokyo Olympic and Paralympic Games not only contributed to one of New Zealand's most successful Olympic campaigns, but also informed the development of HPSNZ's 2024 strategy, which was launched in March 2021.

### Performance Pathways

Performance Pathways are the frameworks that describe the progression, transition and performance stages of athletes and coaches throughout sports' high performance programmes. Through 2020/21 considerable work was undertaken by both HPSNZ and partner NSOs to ensure there are clear Performance Pathways for athletes who are beginning their journey in the pre-high performance space, as well as New Zealand's highest performers. This enables us, along with our partner NSOs, to provide the right levels of coaching and services to support athletes' progression throughout their high performance careers.

Of equal importance in 2020/21 was our focus on supporting coach development and pathways. We increased our investment into contracting coaches throughout our network of regional training facilities and integrated more pre-high performance coaches into the coach development programme, in pursuit of our target of identifying and supporting 55 pre-high performance coaches by January 2024.



### Picture of Performance

Periods of lockdown and the postponement of the Olympic and Paralympic Games focused our attention on individual campaigns in 2020/21. Understanding what success looked like for athletes in Performance Pathways and these campaigns, and more importantly, how they were going to get there, became a significant part of our work with athletes, coaches and NSOs. This process is called the Picture of Performance and requires NSOs to clearly articulate the fundamental performance components required to achieve success at a pinnacle event, which may include physical, mental, tactical, technical, environmental and behavioural elements. Clear pictures of performance enable more effective targeting of resources and performance support to priority campaigns and athletes within performance pathways.

In 2020/21 we allocated funding for pathway analysts to better inform NSO pathway development and picture of performance requirements.

### Innovation and research

Innovation in high performance sport has been a critical factor in remaining competitive for many years but the impacts of COVID-19 make innovation, along with a more targeted and tailored approach to Performance Support, even more vital. At HPSNZ, innovation is primarily considered as the design and implementation of bespoke scientific, technological or material interventions to improve performance.

Over the last 10 years, HPSNZ has formed close relationships with six of the major universities in Aotearoa New Zealand: Auckland University, Auckland University of Technology, Waikato University, Canterbury and Lincoln Universities, and Otago University.

In 2020/21 we worked on building closer relationships with our tertiary education partners as we look ahead to the 2028 Los Angeles cycle. These collaborations, primarily focused on Sports Sciences, will create opportunities for all stakeholders in the system to share and learn more about innovative ideas. Strengthening partnerships across the system that encourage and facilitate innovation and research is a central focus of our 2024 strategy.

Our Innovation, Research and Intelligence teams played a major role in supporting our Olympic and Paralympic success at Tokyo 2020. Refer to page 16 for more information.

## He whakanui i Te Tiriti o Waitangi Honouring Te Tiriti o Waitangi

Sport NZ Ihi Aotearoa is committed to ensuring the play, active recreation and sport system is diverse, trusted and reflects Te Tiriti o Waitangi (Te Tiriti) and the principles of Partnership, Protection and Participation.

Since establishing and announcing our Te Tiriti commitment in 2019, we are working towards being an organisation that is Te Tiriti-led and we continue to navigate towards a bicultural future.

### Whakamana i Te Tiriti o Waitangi – Giving effect to Te Tiriti o Waitangi

#### New relationships with Māori

Our commitment to Te Tiriti and our response to the COVID-19 pandemic has highlighted the importance of developing new partnerships with Tangata Whenua. Sport NZ Ihi Aotearoa has connected with four National Māori organisations that provide culturally distinctive pathways to physical activity for whānau, hapū, iwi and Māori. These relationships, underpinned by Te Tiriti, are new for Sport NZ Ihi Aotearoa and we're excited by the opportunity to learn, grow and ensure we uphold our commitment and responsibilities as a Te Tiriti partner.

#### Investment and funding

Sport NZ Ihi Aotearoa invests in programmes and initiatives, delivered through a variety of funds, either directly, or through intermediary organisations such as Regional Sports Trusts and National Sport Organisations.

During 2020/21 we co-designed a bicultural approach for planning and prioritising funding, which applies criteria and weighting to ensure that we invest into culturally distinctive opportunities and pathways and that our decisions reflect Māori as a priority group and enable Māori participation as Māori.

### Mauri Tū: Cultural Capability

Sport NZ Ihi Aotearoa is committed to building culturally capable leadership and staff, a Te Tiriti-led organisation and a culturally capable and responsive sector.

For the past three years we have been implementing Tū Te Ihi, a programme designed and customised for Sport NZ Ihi Aotearoa to increase the Māori cultural capability of our staff and contribute to a strong bicultural organisational culture.

The programme is comprised of four modules:

1. Te Tiriti o Waitangi: dimensions of the Treaty of Waitangi
2. Whanaungatanga: strengthening connections with Māori
3. He Tirohanga Māori: a Māori worldview
4. Te Reo Māori, Tikanga Māori: Māori language, customs and protocols

Staff are surveyed against a range of indicators before and after completing the programme. Tū Te Ihi has been a catalyst of significant cultural shift and change at Sport NZ Ihi Aotearoa.

With the leadership of the Rautaki Māori Team, Tū Te Ihi has created a safe working environment to normalise Te Reo around the office, host mihi whakatau, learn waiata and karakia, as well as ensure our internal systems and processes are reflective of our Te Tiriti commitment.

Tū Te Ihi is embedded as part of the Sport NZ Ihi Aotearoa Induction Programme, which all new staff are expected to attend and complete.

### Mauri Ora: Cultural Vitality – whānau, hapū, iwi, Māori wellbeing

In this context, Mauri ora is the combination of te ihi, te wehi, te wana<sup>3</sup>. It is when Māori are fully engaged, active, strong and well. It describes a heightened state of physical and spiritual wellbeing and cultural vitality.

In 2020/21 our Rautaki Māori team has focused on and led the following priority kaupapa that contribute to whānau, hapū, iwi, Māori wellbeing:

#### He Oranga Poutama

A flagship programme at Sport NZ Ihi Aotearoa, He Oranga Poutama promotes the development and implementation of active recreation and sport in a way that is culturally appropriate to Māori. The focus on participation as Māori, guided by Te Whetū Rehua framework, is a central element of this investment and ensures the funding prioritises culturally distinctive elements in leadership and delivery.

The He Oranga Poutama kaupapa has delivered many successful initiatives for over 10 years through the Kaiwhakahaere around the motu, such as revitalising Kī o Rahi, marae activities, upskilling kaiako from English and Māori medium settings in traditional games and providing leadership to regional initiatives and strategies.

<sup>3</sup> Te ihi is the positive internal energy, while te wehi is our emotional reaction to ihi and te wana is the collective energy that unites people.

## Te whakatupu i tētahi pūnaha hākinakina kairangi hei whakapiki i te oranga Evolving the high performance system to generate greater wellbeing

In 2020/21 we focused on several priority areas, such as:

- doubling the investment to enable a nationwide expansion and increase funding levels for current partners. He Oranga Poutama is now being delivered in Te Waipounamu through a new relationship with Te Pūtahitanga o Te Waipounamu, the South Island Whānau Ora Commissioning Agency.
- extending the investment term from one to three years to ensure certainty for the providers and sustainability of relationships and connections with their respective communities.
- reviewing the Te Whetū Rehua, the Māori wellbeing framework and the He Oranga Poutama Outcomes Framework.
- designing a Te Whetū Rehua reporting portal that has digitised the planning and reporting of He Oranga Poutama.

### MaraeFit Aotearoa

This is a marae-centric initiative that provides opportunities for sport and recreation organisations, whānau, hapū, iwi and marae to increase their physical activities and capability in an 'as Māori' context. First developed in 2014 by a He Oranga Poutama provider in the Hawke's Bay, Sport NZ Ihi Aotearoa has developed the initiative in 2020/21 ahead of a nationwide launch later in 2021.

MaraeFit Aotearoa is a digital app loaded with activities, events and He Oranga Poutama workshops. Whānau enter their details and select the marae they want to koha their participation points to, anywhere in Aotearoa. Users can monitor a scoreboard updated in real time to show which marae has received the most koha.

MaraeFit has also been the catalyst for Sport NZ Ihi Aotearoa to develop a Māori data framework and process. We have applied governing principles developed by Te Mana Raraunga, the Māori Data Sovereignty Network, to support the management of all Māori data collected, held, managed and analysed by Sport NZ Ihi Aotearoa. This framework will be released with the launch of Maraefit Aotearoa.

### Supporting Māori National Sporting Organisations

Māori NSOs have played a vital role in supporting Māori participation and success as Māori across several sporting codes. Some have been operating for more than 100 years, with most of the funding coming through membership fees and a small amount of class 4 funding.

The COVID-19 Kaupapa Māori Response Plan acknowledged the importance of the Māori National Sport Organisations and created a specific fund to enable the Māori NSO network to continue their valuable contribution. During 2021 Sport NZ Ihi Aotearoa provided external expertise and administration resource to support their aspiration of becoming a national collective legal entity that will provide leadership, influence and strategic direction.

### Tapuwaekura in Māori-medium settings

Read more about our pilot approach to Healthy Active Learning on page 23.



*Kaiwhakahaere He Oranga Poutama ki te Wairoa delivered traditional Māori games into the Wairoa District. Here students at Nuhaka School play Ki o Rahi. Image credit: Sport Hawke's Bay.*

HPSNZ's goal is to ensure there is a common understanding of wellbeing within the high performance system and a coordinated approach to enhancing the wellbeing of all people who operate in high performance environments, including athletes, coaches and support staff. This is a central focus of the 2024 Strategy, which was launched in March 2021.

While developing the strategy, HPSNZ consulted with a range of partners and stakeholders, such as the Athletes Commission of the New Zealand Olympic Committee and representatives of National Sport Organisations, to ensure the wellbeing programme is fit-for-purpose now and into the future. Wellbeing initiatives identified in the strategy will be implemented from July 2021, including funding for Wellbeing Manager roles in identified National Sport Organisations and enhancing mental health capabilities. HPSNZ is also exploring the introduction of independent monitoring mechanisms and objective measures to monitor wellbeing within National Sport Organisations' high performance environments.

Other key activities in 2020/21 include:

### Athlete support

In June 2021, HPSNZ entered into a contractual agreement with InStep to provide additional, independent support to HPSNZ-funded athletes. Under the arrangement, athletes have access to external specialists, such as counsellors and psychologists, for wellbeing and mental health support. The new initiative does not replace the current wellbeing support offered by HPSNZ or National Sport Organisations but provides an additional option for support that is independent of the performance environment.

### Research into women's health

HPSNZ launched the WHISPA<sup>4</sup> initiative in 2017 to support the health, wellbeing and performance of female athletes. It brings together technical experts from a range of specialities to facilitate education, research and best practice approaches to support women in sport.

In March 2021 WHISPA released new research into the health and wellbeing of New Zealand sportswomen based on a survey of 219 carded and pre-high performance athletes.

The results pointed to a range of factors that can affect athlete wellbeing and overall performance. For example, 73% of female athletes believed elite sport was putting pressure on them that was damaging to their overall health, while nearly 50% of the athletes have been diagnosed with iron deficiency at some point during their careers. Research into female athlete health and wellbeing is a focus area for WHISPA as we increase collective awareness and understanding of the changes needed to enhance wellbeing in high performance environments.

### Review of Prime Minister's Scholarships programme

The Sport NZ Group is increasingly focused on holistic wellbeing. For our high performance athletes this includes not just physical, mental and emotional wellbeing, but also recognises the importance of financial security after their careers in high performance sport.

The Prime Minister's Scholarships programme was established in 2000 to help New Zealand's elite athletes pursue tertiary study while developing in their sport. The Programme provides financial assistance with the aim of supporting wellbeing through better life balance, career progression and fostering social and professional connections.

In 2020/21 a review of the programme conducted by HPSNZ showed that it is highly valued across all four scholarship categories (athlete, coach, official, and support team) and National Sport Organisations endorsed the positive impact the programme has achieved. The review identified several areas for improvement, including the timing of scholarship applications to reflect the sporting context, such as summer and winter seasons and pinnacle events. There is also an opportunity for scholarship investment to better align with the three system shifts of the HPSNZ 2032 strategic direction. HPSNZ is now focused on the second phase of the review identifying how to best implement the findings.

<sup>4</sup> WHISPA stands for Healthy Women in Sport: Performance Advantage.

## Ngā Wāhine me ngā Kōtiro Women and Girls

The Sport NZ Group has continued to advance the 24 commitments of the Government's Women and Girls strategy to enable more women and girls to realise their potential in and through sport and active recreation.

The Strategy, which launched in October 2018, is focused on three priority areas:

### Leadership

**More women and girls are leading, working, coaching and volunteering in sport and active recreation, at all levels.**

In 2020/21 we completed the first of three diversity and inclusion surveys of more than 150 organisations across the play, active recreation and sport sector to better understand the leadership of the sector. Results from over 1600 respondents show that the sector is significantly older, overrepresented by those of New Zealand European ethnicity and male dominated across governance and some leadership roles, when compared to New Zealand's working population. The survey also found significant pay gaps between men and women and Pākehā and Māori.

Information gathered through the survey supports Sport NZ and the sector to deliver initiatives that enhance diversity, for example online tools are being made available to the sector for organisations looking to maintain or improve an inclusive workplace.

Partner organisations are also making good progress towards more gender diverse boards with the goal of having at least 40% of board members self-identify as women. By May 2021, 80% of organisations had achieved the target with support offered to the remaining 12 organisations to meet the target by December 2021. This is an important step towards building a diverse and inclusive culture across the play, active recreation and sport sector, which will support efforts to get Every Body Active.

HPSNZ continued to implement its Women in High Performance Sport pilot project aimed at increasing the number of women in high performance leadership and coaching roles. Established in 2019, the pilot project has progressed well and in 2021/22 it will transition to an integrated HPSNZ programme of work.

The Women in High Performance Sport Residency Fund has provided eight, 18-month, fixed-term employment opportunities for women in NSO's high performance programmes. A second round of investment is due to begin in 2022.

Te Hāpaitanga is a coach development programme supporting 14 emerging and future female high performance coaches develop their coaching capability. Launched in September 2020, the programme supports the coaches to test and develop their coaching capability and acquire new skills to navigate a complex and challenging career in high performance sport. Applications for a second Te Hāpaitanga cohort will commence in the latter half of 2021.

Following a high number of applications for this programme, HPSNZ also established the Te Hāpaitanga Satellite Group, creating an online community for a further 20 female coaches to exchange ideas, reflections, and solutions.

During 2020-21, 40 women were engaged in the two core pilot project initiatives. Feedback on the professional development and peer mentoring opportunities delivered through the initiatives has been positive.

### Participation

**More women and girls are physically active through play, active recreation and sport.**

To advance this strategic pillar, Sport NZ has continued to work with current partners, while also developing new partnerships with organisations who can provide quality opportunities for women and girls.

Tū Manawa has been a successful initiative to identify new partners. In the first 10 months of this fund, just over \$4 million was invested in non-Sport NZ partners to deliver initiatives for young women aged 19-24.

The COVID-19 Sport Recovery Fund has supported projects to encourage and enable more women and girls to participate in physical activity. Working towards the Reset and Rebuild and Strengthen and Adapt outcomes, more than \$16m has been allocated to women-specific initiatives, such as supporting women's national sporting leagues, the planning and delivery of the 2022 International Women and Girls Conference and campaign, and campaign-specific investment for the Kiwi Ferns (Rugby League), Black Ferns (Rugby) and Football Ferns.

Projects supported through the Activation and Innovation Funds are either complete or nearing the end of their second year of implementation. Since the funds launched in 2019, 17 projects were funded to increase targeted investment into programmes and opportunities that provide better quality experiences for women and girls, particularly those who have lower levels of physical activity.

For example, with the support of the Activation Fund for three years, Wellington Off-road Riding Department is running mountain bike programmes for young women in Porirua. The girls-only camps improve participation numbers and create a pathway to outdoor leadership.

### Value and visibility

**Women and girls in sport and active recreation are valued and visible.**

Following a delay in 2019/20 due to COVID-19, work is underway on an integrated campaign to encourage young women to be active. This year we have completed qualitative research to better understand the wants, needs and barriers faced by young women when participating in play, active recreation and sport, which will inform the creative elements of the campaign. The campaign is due to launch later in 2021 and will run for three years.

In March, Sport NZ published the first of two reports looking at the gender balance of sports media coverage and whether there are fundamental differences in how men and women are framed in media coverage. The result of a two-year project with iSentia, the media study analysed 72,000 individual news items.

Research in 2011 showed that women's sport accounted for 11% of all sports coverage in New Zealand. By 2020 this had grown to 15% (compared to 4% globally) – an improvement, but the study found that media are twice as likely to directly comment on the personal life of a female athlete and female athletes are three times as likely to be framed as a parent when compared with men. However, the study has also shown that almost all areas of gender imbalance in the way athletes are portrayed (through words and imagery), as identified in the New Zealand Olympic Committee's 2016 Rio Olympic Games media analysis, study have now disappeared.



Te Hāpaitanga first intake coaches at a residential workshop.

## Kia pai ake ngā putanga mā te hunga hauā Delivering better outcomes for disabled people

With Sport NZ Ihi Aotearoa's disability plan entering its second year of implementation, progress against the plan's 10 commitments has gathered momentum.

In 2020/21, we focused on ensuring programmes at Sport NZ are representative and inclusive of disabled people. For example, support has been provided to the Healthy Active Learning workforce at a national and local level to better recognise and understand the needs of disabled tamariki, so they in turn can support teachers and kaioko adapt programmes to be inclusive of all students. We've also added questions to the Active NZ survey to ensure we're capturing high quality data about disabled people's participation in physical activity, which will be used to inform future initiatives.

Externally, we completed a scoping project to better understand and clearly articulate the roles and responsibilities of different agencies working in disability play, active recreation and sport. This project also identified some of the key challenges of the disability sector, such as:

- there are limited opportunities for disabled tamariki and rangatahi to participate in inclusive community play, active recreation and sport.
- there is a strong focus on physical disability, rather than a range of impairment types.
- organisations view the disability sector as fragmented with a lack of coordination and central place to access information and advice.
- there are limited people working throughout the system, and few disabled people employed or in key roles in the system.
- there is cross-over between major disability sports organisations in the provision of services.

COVID-19 has created additional challenges for disabled people wanting to participate in physical activity, as well as the providers of physical activity. Cost is already a huge barrier to participation for disabled people, and with many disabled people living in homes experiencing financial hardship, COVID-19 has presented economic challenges for many households and communities, exacerbating the financial barriers for this group. Current providers of play, active recreation and sport have experienced a reduction in revenue streams due to a loss of sponsorship and gaming funding.

The scoping project identified several steps Sport NZ and other organisations can take to address challenges facing the sector, such as partnering with policy agencies, disability agencies and other opportunity providers. In 2020/21 we've grown our relationship with the Office of Disability Issues and developed more connections with local government through play and active recreation opportunities. This will be a continued focus in the coming years.

### Investment

A highlight in the past financial year was securing additional investment for the disability sector. Two new contestable Disability Funds were approved in 2020/21 to support the system to ensure disabled tamariki and rangatahi can access and participate in physical activity in a more inclusive environment. This will significantly increase Sport NZ's investment in the sector to ensure disabled tamariki and rangatahi can participate in quality and equitable play, active recreation and sport of their choice across Aotearoa.

## Ko te ngākau tapatahi i te tākaro, te mātātoa, te mahi a rēhia me te hākinakina Integrity in play, active recreation and sport

In 2020/21 Sport NZ Ihi Aotearoa launched major new initiatives to help sport and active recreation bodies at all levels of the sector strengthen the measures they have in place around integrity issues such as child safeguarding, member protection, organisational culture, anti-corruption and competition manipulation.

The new initiatives are the result of Sport NZ's 2019 Sport Integrity Review Report, which involved significant consultation with the public and organisations at all levels of the sector.

### Sport and Recreation Complaint and Mediation Service

Launched in February 2021, this independent service allows for anyone engaged in sport and active recreation to lodge a complaint, issue or dispute and have it resolved in a timely manner. To date, the Sport and Recreation Complaint and Mediation Service (SRCMS) has resolved a range of complex and sensitive matters from both community and high-performance sport with a range of resolution techniques from early facilitation to mediation.

The SRCMS includes a Te Ao Māori resolution pathway, providing people with a choice to address and resolve their matter in a culturally relevant and meaningful way for them. It also offers a counselling service as part of its holistic approach to complaints handling.

The total number of matters for the SRCMS was 65 at 31 July.

### Community Guidance Portal

A one-stop-shop for people working in the play, active recreation and sport sector to access guidance, policies, procedures and e-learning modules, the Community Guidance Portal is designed to increase awareness, understanding and capability of managing integrity matters at all levels of the sector. Policies and procedures are the most viewed content on the Portal since launching at the end of 2020.

### Integrity e-learning

Three e-learning modules have been developed for the Community Guidance Portal:

- Child Protection in Play, Active Recreation and Sport was developed in partnership with Safeguarding Children to give learners the tools to identify the signs of potential abuse and neglect and how to respond. This is the most completed module in the Portal, with 500 people having passed the module as at 30 June 2021.
- Inclusion – A Response to Discrimination provides an understanding of what an inclusive, supportive and safe environment looks like. The module was developed in collaboration with the Human Rights Commission.
- Protecting Against Competition Manipulation helps learners to identify the different ways competition manipulation can occur and the threats it brings to individuals and their competition or sport.

### Integrity Working Group

In December 2020 an independent Integrity Working Group was established as part of a set of initiatives to ensure sport and recreation remains safe, fair and inclusive for all New Zealanders. Comprised of experts from across the sector, the Group is monitoring the effectiveness and cohesion of current integrity measures, within and outside of Sport NZ, and making recommendations on what more might be done to ensure New Zealand has a leading integrity structure for the play, active recreation and sport system.

In its first six months, the Group has consulted widely with people across the play, active recreation and sport sector including representatives of Sport NZ and HPSNZ, Drug Free Sport NZ, the Children's Commissioner, the Human Rights Commissioner, the New Zealand Olympic Committee, Sport Integrity Australia, the racing industry, secondary school sport and sports lawyers. This phase is continuing with experts from both an ethnic and bicultural focus, as well as athlete representatives.

Wāhanga Toru  
Section 3

Te Mahi i Tutuki a te Whakahaere  
Organisational Performance



# Ko tā te kaitukumahi pai Being a good employer

The Sport NZ Group aims to attract, develop and retain highly capable staff who work in a continuous learning environment supported by an enabling culture.

We are committed to being a good employer and this year have undertaken or continued the following initiatives:

## Culture and staff engagement

- Staff engagement is monitored through an annual engagement survey and action taken on feedback as appropriate. The most recent survey was completed in June-July 2021. The engagement score for Sport NZ Ihi Aotearoa is 72%, while HPSNZ recorded 62%. This is a slight decrease on the previous year, which was taken not long after New Zealand's national level 4 lockdown ended, and staff reported feeling particularly connected and supported during this challenging time.
- Engagement initiatives in response to the surveys are agreed by both organisations and business units to address areas in need of improvement, such as building leadership capability, ensuring alignment and connection between individual roles and organisational strategy, as well as training and development. These are monitored and measured throughout the year.

In 2020/21, Sport NZ and HPSNZ updated their flexible work policies to continue to support work-life balance. Following sustained periods of time working from home due to COVID-19, we're focused on ensuring people can continue to work flexibly, while also ensuring connections are strengthened in the office.

Two new sections were also introduced to the Sport NZ engagement survey in 2020/21 to better understand staff views on diversity and inclusion, and health, safety and wellbeing.

## Diversity and inclusion

- Sport NZ's Māori cultural capability programme, Tū Te Ihi, has been incorporated into the induction programme for all new staff. We are committed to building a strong Māori cultural capability baseline to ensure all staff better understand our commitment to Te Tiriti o Waitangi and the principles of partnership, protection and participation.
- Recruitment, onboarding and induction practices and policies are designed to attract more diverse people to better reflect the population we serve. This includes ethnic diversity but also gender and age.
- Part of Sport NZ's Disability Plan includes growing internal capability to understand and recognise the needs of disabled people.

In 2020/21, we have:

- finalised the Diversity and Inclusion Plans for Sport NZ and HPSNZ, which outline specific targets for both organisations over the next five years and articulate the priority areas for each organisation.
- made further progress in reducing the gender pay gap, which is 14.2% for Sport NZ and 15.5% for HPSNZ as at 30 April 2021. These figures are a 4% reduction on June 2020.
- continued to maintain equal pay across each of our pay scales.
- recognised the need for greater Māori capability to ensure we're better able to represent the play, active recreation and sport system and in a stronger position to honour our Te Tiriti o Waitangi commitments. To support our Rautaki Māori team and grow the capability of other teams at Sport NZ, we have added specialist Māori roles, such as a communications advisor and a data and insights analyst. Recruitment for these roles is taking place in 2021/22.

### Key measures outlined in Sport NZ's Diversity and Inclusion Plan

Progress will be reported through our quarterly performance reports, which are published on the website: <https://sportnz.org.nz/resources/quarterly-performance-updates/>

1.	2.	3.	4.
<b>Informed and committed leadership</b> <ul style="list-style-type: none"> <li>• 90% of people managers attend training by December 2021</li> <li>• Leadership and management factor score 75+ in 2022 Engagement Survey</li> <li>• 90% of staff deemed role competent by 2023</li> <li>• No pay equity gap or equal pay gap in July 2021 remuneration review</li> </ul>	<b>Attract, retain and build a diverse and inclusive workforce</b> <ul style="list-style-type: none"> <li>• 50% female application rate for all senior positions by 2025</li> <li>• 50% of interview candidates for senior positions are women by 2025</li> <li>• Candidate pools are 16% Māori, 8% Pasifika and 8% Asian by 2025</li> </ul>	<b>Enhanced cultural capability through education and engagement</b> <ul style="list-style-type: none"> <li>• 90% of staff attend diversity and inclusion training by July 2022</li> <li>• All staff complete Tū Te Ihi within 6-months of joining</li> <li>• Staff have a cultural baseline, relevant to their role, by June 2022</li> <li>• Training implemented to support Māori Culture Capability by June 2023</li> </ul>	<b>Sport NZ culture fosters a sense of belonging, openness and equity</b> <ul style="list-style-type: none"> <li>• Wellbeing factor score 80%+ in 2022 Engagement Survey</li> <li>• Diversity and Inclusion factor score 80%+ in 2022 Engagement Survey</li> </ul>

## Recruitment and induction

- Candidate care is at the heart of our recruitment experience, and we are dedicated to ensuring every interaction is a positive one.
- Our recruitment and selection policy and practice targets the best possible candidates whilst maximising equal opportunity for both existing and potential employees.
- Sport NZ's onboarding and induction process is tailored for each employment type, such as contractor, casual, fixed term and permanent employees. Across all employment types, we maintain the same level of experience for any employee's first 90 days.

In the past year, both Sport NZ and HPSNZ have introduced more e-learning modules as part of the induction process to allow for more self-paced learning. The Diversity and Inclusion Plan for Sport NZ also aims to have 50% of all senior positions held by women, with half of the interview candidates for these positions also women.

## Learning and development

- Mid-year and end of year performance reviews provide an opportunity for people to reflect and discuss key learnings, performance highlights, and results achieved with their manager.
- In addition to the 6-monthly performance review discussions, the focus is on building a continuous learning environment through coaching, on-the-job activity and feedback.

To enhance learning and development opportunities in the past year we have delivered a set of core leadership modules (including a D&I module focused on inclusive leadership development) for Sport NZ and HPSNZ to further build the leadership capability of our people managers. This was an area for improvement identified in the 2020 Engagement Survey.

## Remuneration and recognition

- Job bands are set and updated based on job evaluations following the Korn Ferry Hay Group methodology.
- The performance management process includes annual salary reviews and appropriate adjustments, supported by the group-wide remuneration policy. This year salary reviews were taken in accordance with the guidance from the Public Service Commissioner.
- We are celebrating individual and team success more frequently, for example at the Sport NZ monthly staff hui teams have an opportunity to share a recent individual or team success.

In 2020/21 an audit of our remuneration systems and processes was undertaken by external consultants to ensure best practice was being followed. As a result of the audit, a minimal number of jobs were reevaluated and we have full confidence that we are

remunerating staff fairly and equitably relative to the market, in accordance with pay guidance issued from the Public Service Commissioner.

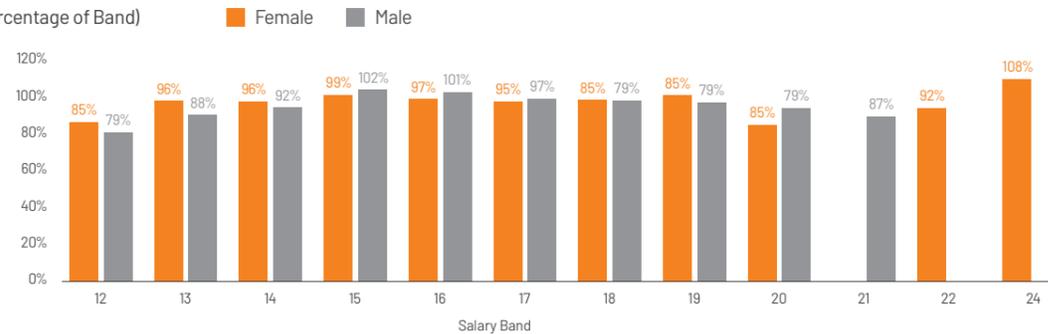
### Salary band by gender

The Sport NZ Group uses bands instead of role titles to represent roles consistently. As an example, roles within band 13 would typically be of a support nature, whereas band 19 covers highly strategic roles. Each increase in band suggests a higher level of skill and capability.

The following graphs show the average salary relative to the mid-point of the band, by gender, for Sport NZ and HPSNZ as at 31 March 2021. By and large, there is no significant difference in pay equity across both organisations, although we know that we need to be developing and recruiting more women into senior roles. Our Diversity and Inclusion Plan outlines the steps we're taking to address this.

### Sport NZ Remuneration

(Average Percentage of Band)



### HPSNZ Remuneration

(Average Percentage of Band)



## Health, safety and wellbeing

- As part of providing a safe work environment that encompasses physical and mental wellbeing for all employees, contractors, athletes, coaches and visitors, we are continuously improving our health, safety and wellbeing systems. There were no notifiable events<sup>5</sup> in Sport NZ or HPSNZ workplaces in 2020/21.
- Regional and national health and safety committees make monthly site inspections, ensure appropriate signage throughout our facilities, and provide training and induction for staff and athletes using our offices and training facilities.
- Sport NZ and HPSNZ support staff health and wellbeing through a range of initiatives, including financial support for eye exams, in-house flu vaccinations and access to an employee assistance provider.
- Sport NZ Group continues to take COVID-19 precautions and follow Ministry of Health guidelines to ensure the safety of staff and visitors. Contact tracing QR codes are on all entry doors to offices and hand sanitizer is provided at reception, in meeting rooms and the kitchen. We have clear procedures for the different alert levels - and changes between them - to ensure staff can safely work from home or the office.

During 2020/21 mental wellbeing remained a focus. This is particularly important as we respond to the impacts of COVID-19 on people's personal and work lives. Weekly mindfulness sessions were well received by staff at both HPSNZ and Sport NZ in the first part of 2020/21 and HPSNZ has continued to offer workshops on resilience and psychological safety to its staff, as part of its focus on wellbeing.

We also included a Health, Safety and Wellbeing section in the staff engagement survey for the first time. This will form a baseline for monitoring progress in subsequent years.

## Sport NZ Group staff

2020/21 Number of employees



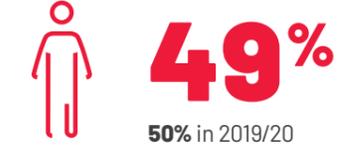
2020/21 Average tenure in years



2020/21 Female



2020/21 Male



2020/21 Annual staff turnover

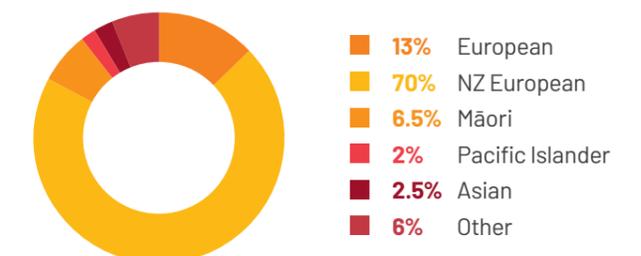


2020/21 Average age



### Ethnic diversity at Sport NZ at end of 2020/21

(excluding HPSNZ, which does not currently collect this data)



<sup>5</sup> The Health and Safety at Work Act 2015 defines a notifiable event as a death, notifiable injury or illness or notifiable incident. A notifiable workplace injury or illness is one that requires immediate medical treatment (other than first aid). A notifiable incident is an unplanned or uncontrolled incident that exposes a person to serious health or safety risk.

## Te mana arataki Governance

Sport NZ Ihi Aotearoa is governed by a board whose members and chairperson are appointed by the Minister for Sport and Recreation. HPSNZ is governed by its own board of directors who are appointed by the Sport NZ Board, following Ministerial approval. The Sport NZ Board is responsible to the Minister for Sport and Recreation and has accountability for the functions of the entire Sport NZ Group.

As at 30 June 2021 Sport NZ Board members are:

- Bill Moran (Chair)
- Jason Shoebridge (Deputy Chair)
- Hilary Poole
- Kylie Clegg
- Raewyn Lovett
- Dr Farah Palmer
- Beatrice Faumuinā
- Rowan Simpson

In 2020/21 four new Board members were appointed to the HPSNZ Board and Waimarama Taumaunu and Anthony Hall left the Board when their terms ended. We acknowledge the contributions of the departing Board members and welcome the perspectives of our new members.

As at 30 June 2021 HPSNZ Board members are:

- Bill Moran (Chair)
- Hilary Poole
- Alison Shanks
- Ian Hunt
- Kylie Clegg
- Dr Chelsea Grootveld
- Hetty Van Hale
- Rowan Simpson
- Annette Purvis
- Martin Toomey



*In May 2021 the Sport NZ Board acknowledged and celebrated Sir Eion and Lady Jan Edgar for their contribution to the play, active recreation and sport sector. The lifetime achievement award presented annually at the New Zealand Sport and Recreation Awards will now be named the Sir Eion and Lady Jan Edgar lifetime achievement award.*

*Pictured: Raelene Castle, Dame Patsy Reddy, Bill Moran (back row), Sir Eion Edgar, Lady Jan Edgar (front row).*

## Te arotake o te mana arataki me te hanganga Governance and structural review

In April 2021, Sport NZ Group announced details of a governance and structural review. The purpose of the review is to recommend a fit-for-purpose governance, structural and operating model that can most effectively deliver the strategic visions of both organisations, while also offering the best and most efficient support structure for the sector.

Led by an advisory group, an independent agency has been appointed to undertake analysis and provide options for consideration by the advisory group. The review process offers our partners, staff and key stakeholders extensive opportunities for consultation.

Findings and recommendations from the review are expected later in 2021. The Sport NZ Board in consultation with the HPSNZ Board will decide on any final recommendation.

## Te whakaheke i te whakaputa hau piro Greenhouse gas emissions reduction

In 2019/20 Sport NZ became a Toitū carbonreduce certified organisation, recording greenhouse gas emissions of 451.30 tonnes of carbon dioxide equivalents (tCO<sub>2</sub>e). Our biggest source of emissions is domestic air travel. Sport NZ is committed to managing and reducing its emissions in accordance with the Toitū carbonreduce programme requirements.

Sport NZ will apply a 'science-based targets' approach to reducing year-on-year emissions. We aim to reduce emissions by 5% total per annum per full time equivalent employee. In line with our commitment to the Carbon Neutral Government Programme, Sport NZ will offset all emissions we are unable to reduce by the financial year 2025/26.

Toitū is engaged to measure Sport NZ's greenhouse gas emissions for three years. Measurement and reporting are underway for the 2020/21 financial year.

## Ētahi atu whakapuakitanga ā-ture Other statutory declarations

### Ministerial Directions

The Sport NZ Group did not receive any directions from the Minister for Sport and Recreation during 2020/21.

### Acts in breach of statute

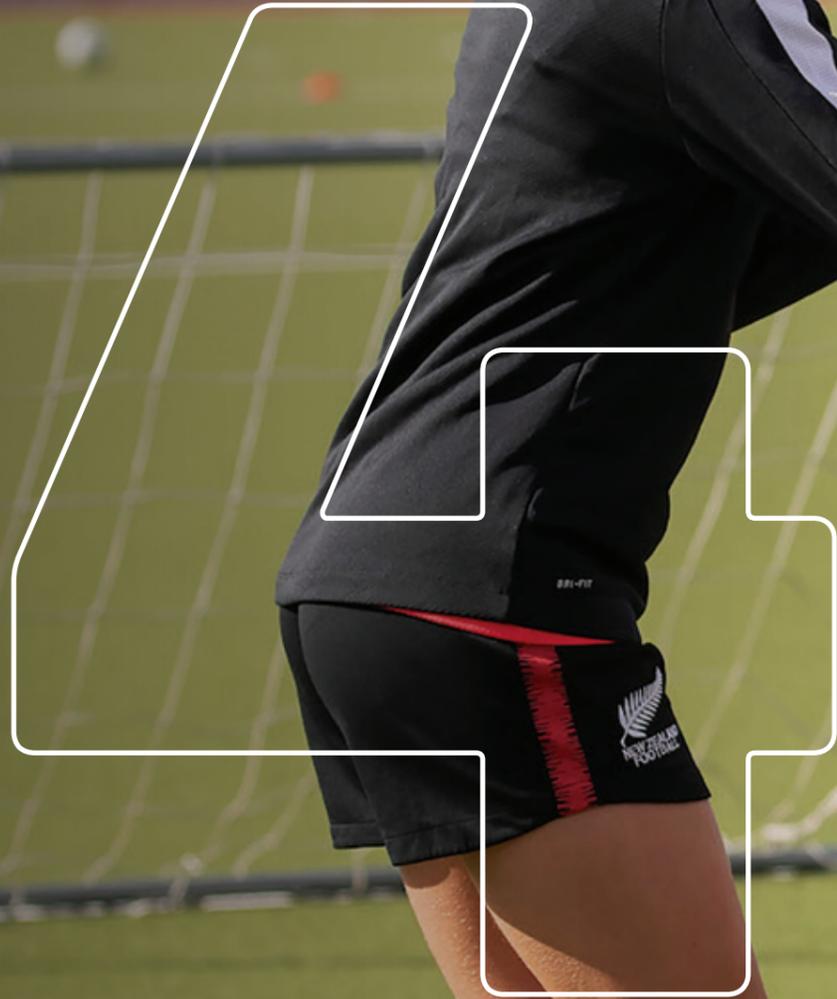
No natural person acts have been enforced against the Sport NZ Group under section 20(3) of the Crown Entities Act during 2020/21.

### Permission to act

Section 68(6) of the Crown Entities Act 2004 requires disclosure of a permission (by the chair or deputy chair) to act despite a Board member's interest in a matter. No permissions were sought in 2020/21.

Wāhanga Whā  
Section 4

Ngā Pūrongo  
Reporting



## Te Tauākī Noho Haepapa Statement of Responsibility

We are responsible for the preparation of Sport and Recreation New Zealand's financial statements and statements of performance and for the judgements made in them.

We are responsible for any end-of-year performance information for Sport and Recreation New Zealand under section 19A of the Public Finance Act 1989.

We have the responsibility for establishing and maintaining a system of internal control designed to provide reasonable assurance as to the integrity and reliability of financial reporting.

In our opinion, these financial statements and statement of performance fairly reflect the financial position and operations of Sport and Recreation New Zealand for the year ended 30 June 2021.

On behalf of the Sport NZ Board.



**Bill Moran, MNZM**

Chair – Sport NZ and HPSNZ  
8 December 2021



**Suri Bartlett**

Chair – Audit, Finance and Risk Committee  
8 December 2021

## Te Tauākī o ngā Mahi i Tutuki Statement of Performance

This statement of performance includes the results of measures in the 2018-2022 Statement of Intent (SOI) as well as the 2020-2021 Statement of Performance Expectations. While this has enabled us to provide a comprehensive view of our performance, some measures included in the 2018-2022 SOI are no longer able to be measured as the Community Sport Strategy (2015-2020) has been superseded by the Strategic Plan 2020-2024.

### Output Class One

#### Sport and Recreation Programmes

This appropriation is intended to achieve an increase in the number of young people and adults participating in play, active recreation and sport.

We use methods of evaluation such as surveys and reporting mechanisms to assess performance. Our main tools include:

- The annual Active NZ survey, which shows participation results and was disrupted in 2020 due to COVID-19. As a result, we're using 2019 survey data in this annual report. Where possible, we have included additional Active NZ data from quarters 3 and 4 (July-December) of 2020 and 2019, as well as data from a COVID-19 Cohort study we undertook. Care is needed in interpreting the Active NZ quarters 3 and 4 2020 data as analysis indicates it may not be directly comparable to 2019. We used significance testing to identify whether differences between the two periods is due to sampling error or chance. The COVID-19 Cohort study, while limited in scope, provides the most robust analysis of the impacts of the pandemic on participation. Active NZ operates on a calendar year.
- The Partner Confidence Survey (PCS) allows our partners to rate our performance. In 2020/21 the PCS results have been weighted to account for multiple respondents from the same organisation, so that each organisation is given equal weighting in the final results. Previous years' results have not been weighted but our analysis shows a weighting would only change the majority of results by 1-2 percentage points. PCS results will be weighted going forward.
- Annual Partner Reporting shows what activities were completed, how well they were completed, what impact they had on the targeted audience and what was learnt from the experience.
- Voice of Participant and Voice of Rangatahi surveys allow us and our partners to better understand the experience of participants.

### Value of physical activity

All 2020/21 results in this section are taken from 2019 Active NZ data.

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Percentage of young people age 5-17 years (up to 18th birthday) participating in sport and active recreation (at least 3hrs of organised and/or informal activity over the last 7 days)	81%	82% Q3&4: 82%	>82%	82% Q3&4: 80%
This performance measure is included in the 2018-2022 SOI and the 2020/21 SPE and is also in the Vote Sport and Recreation Estimates. Baseline is 82% from Active NZ 2017 data. The 2020/21 result reports Active NZ 2019 data. Comparing the quarters 3&4 2020 data with the same period in 2019 indicates that the pandemic has negatively impacted participation.				
Percentage of young people age 5-17 years (up to 18th birthday) participating in play, active recreation and sport (7+ hours per week of moderate to vigorous physical activity)	New measure in 2020/21	New measure in 2020/21 Q3&4: 63%	Exceeds baseline (63%)	63% Q3&4: 62%
This measure was introduced in the 2020/21 SPE to reflect an update to World Health Organisation guidelines for optimal levels of physical activity in young people. Baseline of 63% is from Active NZ 2019 data, which is the same data source for the 2020/21 result.				
Percentage of adults participating in sport and active recreation in the last 7 days	72%	72%	>73%	72%
This performance measure is included in the 2018-2022 SOI and the 2020/21 SPE and is also in the Vote Sport and Recreation Estimates. Baseline is 73% from Active NZ 2017 data. The COVID Cohort analysis showed a decline in participation in June 2020, recovering to a -2.90 percentage point change by April 2021. The result in April 2021 was significantly lower than the pre-pandemic participation levels of the COVID-19 Cohort.				
Percentage of adults (18+) participating in sport, exercise or recreation (150+ minutes per week of moderate to vigorous physical activity)	New measure in 2020/21	New measure in 2020/21	Exceeds baseline (48%)	48%
This measure was introduced in the 2020/21 SPE to reflect an update to World Health Organisation guidelines for optimal levels of physical activity. Baseline of 48% is from Active NZ 2019 data, which is the same data source for the 2020/21 result. The COVID-19 Cohort analysis indicated a significant decline in participation between June 2020 to April 2021, resulting in a -6.00 percentage point change. The result in April 2021 was significantly lower than the pre-pandemic participation levels of the COVID-19 Cohort.				
Percentage of young people age 5-17 years (up to 18th birthday) participating in at least 3 hours of organised sport over the last 7 days	51%	51% Q3&4: 51%	>51%	51% Q3&4: 52%
This performance measure is included in the 2018-2022 SOI and the 2020/21 SPE. Baseline is 51% from Active NZ 2017 data. The 2020/21 result reports Active NZ 2019 data, which was consistent with prior year results.				
Percentage of young people age 5-17 years (up to 18th birthday) participating in at least 3 hours of informal sport over the last 7 days	60%	60% Q3&4: 61%	>59%	60% Q3&4: 56%
This performance measure is included in the 2018-2022 SOI and the 2020/21 SPE. Baseline is 59% from Active NZ 2017 data. The 2020/21 result reports Active NZ 2019 data. The significantly lower result in quarters 3 and 4 2020 can be attributed to the impacts of the COVID-19 pandemic on participation.				
Percentage of partners with improved participant experience	New measure in 2020/21	New measure in 2020/21	Exceed baseline (TBC)	80%
This measure was introduced in the 2020/21 SPE and is based on results captured in the Voice of Participant survey. The 2020/21 result, which is now the baseline, reports that 80% of National Sport Organisations that have taken part in Voice of Participant in 2020/21 and 2019/20 have an improved overall satisfaction score.				

### Equal opportunity and accessibility

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Percentage of young girls (10-18) participating in 3+ hours of sport and active recreation every week	80%	81% Q3&4: 81%	>81%	81% Q3&4: 81%
This performance measure is included in the 2018-2022 SOI and the 2020/21 SPE. Baseline is 81% from Active NZ 2017 data. The 2020/21 result reports Active NZ 2019 data.				
Percentage of young girls (10-18) participating in play, active recreation and sport (7+ hours per week of moderate to vigorous physical activity)	New measure in 2020/21	New measure in 2020/21 Q3&4: 55%	Exceed baseline (55%)	55% Q3&4: 61%
This measure was introduced in the 2020/21 SPE to reflect an update to World Health Organisation guidelines for optimal levels of physical activity in young people. Baseline of 55% is from Active NZ 2019 data, which is the same data source for the 2020/21 result.				
Percentage of young people in low participating communities participating in 3+ hours of sport and active recreation every week	78%	79% Q3&4: 79%	>75%	79% Q3&4: 79%
For this measure low participating communities are high deprivation communities (8-10). This performance measure is included in the 2018-2022 SOI and the 2020/21 SPE. Baseline is 75% from Active NZ 2017 data. The 2020/21 result reports Active NZ 2019 data. Active NZ data from quarters 3 and 4 of 2020 (July-Dec 2020) reports this measure at 79%, which is comparable with the same period in 2019.				
Percentage of young people in low participating communities participating in play, active recreation and sport (7+ hours per week of moderate to vigorous physical activity)	New measure in 2020/21	New measure in 2020/21 Q3&4: 60%	Exceeds baseline (60%)	60% Q3&4: 56%
For this measure low participating communities are high deprivation communities (8-10). This measure was introduced in the 2020/21 SPE to reflect an update to World Health Organisation guidelines for optimal levels of physical activity in young people. Baseline of 60% is from Active NZ 2019 data, which is the same data source for the 2020/21 result. Active NZ data from quarters 3 and 4 of 2020 (July-Dec 2020) reports this measure at 56%, which is comparable with the same period in 2019.				

## System behaviour and performance

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Sport NZ (excl. HPSNZ) overall effectiveness as rated by NSO and RST partners	All partners 75% (Priority partners 84%)	75%	80% of partners rate as Good or higher	72%
This performance measure shows partners' views of Sport NZ's ability to increase participation as measured in the Partner Confidence Survey. It is included in the 2018-2022 SOI and the 2020/21 SPE and is in the Vote Sport and Recreation Estimates. The 2020/21 result is based on all partners who respond to the Partner Confidence Survey. The decrease of 3 percent from 2019/20 can be attributed to lower rankings by National Sport Organisations, whose ranking of Sport NZ's overall effectiveness declined from 71% to 54%, whereas Regional Sports Trusts' ranking increased from 80% in 2019/20 to 93%.				
Percentage of partners who rate their organisation's relationship with Sport NZ as good or excellent	86%	83%	80%	82%
This measure was introduced in the 2020/21 SPE. The baseline is 84% from the 2017 Partner Confidence Survey.				
Percentage of partners who rate Sport NZ's specialist services and consultancy as good or excellent	81%	80%	80%	82%
This measure was introduced in the 2020/21 SPE. The baseline of 80% is from the 2017 Partner Confidence Survey.				
Percentage of Priority Partners' initiatives that demonstrate positive impact on the system, relative to investment	Amended measure	Not reported	>70%	57.8%
Impact assessments are based on annual partner reporting, which consist of written reports and some face-to-face meetings, in which partners provide details of all investment initiatives undertaken during the year and their outcomes. Sport NZ assesses the extent to which an initiative is embedded in an organisation against a rubric with a four-point scale from 'not established' to 'emerging' to 'consolidating' to 'highly developed'. The ratings are positioned as a development tool rather than a performance score and those assessments rated 'consolidating' or 'highly developed' are deemed to be already having a positive impact on the system. 2020/21 was the first of four years in the new strategic period to June 2024, but it has been treated as a one-off given the exceptional circumstances brought about by COVID-19, which affected partners' ability to impact on the system. 2020/21 was therefore a benchmark year, from which Sport NZ expects to see movement along the rubric from partners' initiatives over the next three years.				

## Sport Recovery Fund

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
All Sport Recovery Package initiatives are funded in accordance with agreed criteria.	New measure in 2020/21	New measure in 2020/21	100%	100%
This measure was included in the Supplementary Estimates of Appropriations 2020/21 for Vote Sport and Recreation. The Sport Recovery Package has three investment outcomes: Reset & Rebuild, Strengthen & Adapt, and Different & Better. Initiatives for these outcomes receive joint ministerial approval before funds are committed and each initiative includes a description of the purpose of funding. Sport NZ provided the Minister with monthly reports on progress of approved initiatives in 2020/21.				

## Performance measures in the 2018-2022 Statement of Intent

The following measures were only published in the 2018-2022 Statement of Intent.

### More New Zealanders involved in sport and active recreation

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Percentage of adults that are currently in a sport or recreation club	>24%	23%	51% Q3&4: 52%	51% Q3&4: 52%
In 2019 there were changes to the questionnaire. Previously the question asked, "Are you currently a member of any sport or recreation club (other than a gym or fitness centre)?" From 2019/20 the question asked, "In the last 12 months, have you done this [physical] activity through a club, gym or fitness centre that you are a member of?" The 2020/21 result is from Active NZ 2019 data.				
Percentage volunteered for sport and active recreation activity over the last 12 months	>25%	24%	25% Q3&4: 24%	25% Q3&4: 23%
The baseline is 25% based on Active NZ 2017 data.				

## Progress of the Community Sport Strategy 2015-20

### Young people in competitive sport

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Number of young people (5-18) participating in sport (through clubs)	>666,026	742,321	730,896	759,371
The baseline is 666,026 based on data from partner reporting in 2017. The 2020/21 result is from 2020/21 partner reporting.				
Satisfaction level of young people (5-18) in competitive sport outside of school in NSOs implementing 'Voice of the Participant'	>59%	64%	67%	69%
This is measured through the Voice of Participant Club Experience Survey and reports results 'very' or 'extremely satisfied'.				

### Physical literacy

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Percentage of young people who understand why taking part in physical activities is good for them	>89%	89%	89% Q3&4: 90%	89% Q3&4: 89%
This is reported as the proportion who agree or strongly agree (young people aged 5-17). The baseline is 89% based on Active NZ 2017 data. The 2020/21 result is from Active NZ 2019 data.				

**Young people (5-17)**

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Percentage of young people who want to take part in physical activities	>85%	84%	84% Q3&4: 85%	84% Q3&4: 83%
This is reported as the proportion who agree or strongly agree (young people aged 5-17). The baseline is 85% from Active NZ 2017 data. The 2020/21 result is from Active NZ 2019 data.				
Percentage of young people who feel confident to take part in different physical activities	>73%	70%	70% Q3&4: 70%	70% Q3&4: 68%
This is reported as the proportion who agree or strongly agree (young people aged 5-17). The baseline is 73% based on Active NZ 2017 data. The 2020/21 result is from Active NZ 2019 data.				
Percentage of young people who believe they are good at lots of different physical activities	>73%	70%	70% Q3&4: 70%	70% Q3&4: 69%
This is reported as the proportion who agree or strongly agree (young people aged 5-17). The baseline is 73% based on Active NZ 2017 data. The 2020/21 result is from Active NZ 2019 data.				

**Partners' progress in embedding strategic approaches and improving quality of delivery**

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Percentage of partners embedding the Insights Approach	60%	43%	47%	53%
The Insights Approach refers to a combination of surveys, data collection and analytical techniques to better understand participants. This is measured through the Partner Confidence Survey and is reported as partners either in the process of embedding this approach or have successfully embedded this approach. The baseline is 50% based on Partner Confidence Survey 2016/17 data.				
Sport NZ's activity in the Insights area has had a positive impact on Priority Partner Organisations	85%	81%	Not reported	96%
With the introduction of the 2024 Strategic Plan, questions in the Partner Confidence Survey were removed or changed to ensure alignment with the new strategy. In the 2021 Partner Confidence Survey, the question was expanded to ask respondents about the impact the 'Insights and Evaluation' area has had on their organisation and how it has operated in the last 12 months. All relevant partners were surveyed, including NSOs, RSTs, NROs, Disability organisations and School Sport New Zealand, however the 2020/21 results are for Priority Partner Organisations, who are the focus for this type of support. The 2020/21 result reports 'somewhat positive' and 'very positive' responses.				
Percentage of partners embedding the Physical Literacy Approach	55%	40%	53%	53%
The Physical Literacy Approach refers to the motivation, confidence, physical competence, knowledge and understanding to choose participating in physical activity and sport for life. This is measured through the Partner Confidence Survey and is reported as partners either in the process of embedding this approach or have successfully embedded this approach. The baseline is 43% based on Partner Confidence Survey 2016/17 data.				
Percentage of partners embedding the Locally Led Approach	55%	52%	58%	62%
The Locally Led Approach refers to local communities empowered to make decisions and take action to improve their lives and communities. This is measured through the Partner Confidence Survey and is reported as partners either in the process of embedding this approach or have successfully embedded this approach. The baseline is 52% based on Partner Confidence Survey 2016/17 data.				
Sport NZ's activity in the Spaces and Places area has had a positive impact on Priority Partner Organisations	75%	69%	Not reported	100%
With the introduction of the 2024 Strategic Plan, questions in the Partner Confidence Survey were removed or changed to ensure alignment with the new strategy. In the 2021 Partner Confidence Survey, the question was expanded to ask respondents about the impact the 'Spaces and Places' area has had on their organisation and how it has operated in the last 12 months. The 2020/21 result reports 'somewhat positive' and 'very positive' responses.				
Percentage of partners that believe the Community Sport Strategy is able to improve participation	≥80%	65%	68%	73%
The question that underpins this measure was updated in the 2021 Partner Confidence Survey to reflect the change from the Community Sport Strategy 2015-2020 to the Strategic Plan 2020-2024. The new question asks partners if they believe the Sport NZ Strategic Plan 2020-2024 is able to improve participation. This result is lower than the target, which is to be expected due to 2020/21 being the first year of the new strategy and the impact on our partner organisations of the exceptional circumstances brought about by COVID-19.				

**Measures we can no longer report**

The 2018-2022 Statement of Intent included measures to track progress as we implemented the 2015-2020 Community Sport Strategy. In 2020 this strategy was superseded by Sport NZ's 2024 Strategic Plan. While there are several common elements between the strategies, we are unable to report on the following measures due to changes in programmes and to our survey questions.

**Girls (10-18)**

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Evidence (case study) where target participation groups (TPG) investment has improved participation in sport and active recreation in girls (10-18)	Qualitative evidence	Achieved	Achieved	Investment no longer available
Evidence (case study) where NSO Grow investment has improved participation in sport in girls	Qualitative evidence	Achieved	Achieved	Investment no longer available
Target Participation Groups and NSO Grow investment were strategies unique to the 2016-20 investment period, which ended in June 2020. With the introduction of Sport NZ's new 2020-24 strategic plan, partnerships investment (in particular in RSTs and NSOs) and Sport NZ's funds and programmes investments, maintain a focus on supporting and increasing girls' participation in physical activity through new and enhanced approaches. As an example, see page 32 for more information on the Women and Girls strategy.				

**Low participating communities**

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Evidence (case study) where target participation groups (TPG) investment has improved participation in sport and active recreation in low participating communities	Qualitative evidence	Achieved	Achieved	Investment no longer available
Evidence (case study) where NSO Grow investment has improved participation in sport and active recreation in low participating communities	Qualitative evidence	Achieved	Achieved	Investment no longer available
Target Participation Groups and NSO Grow investment were strategies unique to the 2016-20 investment period, which ended in June 2020. With the introduction of Sport NZ's new 2020-24 strategic plan, partnerships investment (in particular in RSTs and NSOs) and Sport NZ's funds and programmes investments, maintain a focus on supporting and increasing participation in physical activity among communities who are less active and/or do not have equitable access to participate, through new and enhanced approaches, especially for tamariki and rangatahi. As an example, see page 23 for more information on the Tū Manawa Active Aotearoa fund.				

## Play.sport

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Percentage young people (5-18) participating in sport and active recreation in Play.sport schools	>23%	N/A	64%	N/A
Percentage young people who have a high level of engagement and belonging at school and with their PE learning	>65%	N/A	77%	N/A
Play.sport concluded in 2019/20. Healthy Active Learning is an evolution of the Play.sport programme. Refer to page 23 for more information.				

## Partners' progress in embedding strategic approaches

Measure	2018-22 SOI target	2018/19 result	2019/20 result	2020/21 result
Sport NZ's activity in the People area has had a positive impact on Priority Partner Organisations	75%	53%	Not reported	No longer measured
With the introduction of the 2024 Strategic Plan, questions in the Partner Confidence Survey were removed or changed to ensure alignment with the new strategy.				
Sport NZ's activity in the Partners/Providers area has had a positive impact on Priority Partner Organisations	85%	81%	Not reported	No longer measured
With the introduction of the 2024 Strategic Plan, questions in the Partner Confidence Survey were removed or changed to ensure alignment with the new strategy.				
Sport NZ's activity in the Pathways area has had a positive impact on Priority Partner Organisations	75%	50%	Not reported	No longer measured
With the introduction of the 2024 Strategic Plan, questions in the Partner Confidence Survey were removed or changed to ensure alignment with the new strategy.				

## Cost of Service by Output Expense – Sport and Recreation Programmes

ACTUAL 2020 \$000		ACTUAL 2021 \$000	BUDGET 2021 \$000
<b>REVENUE</b>			
22,794	Crown funding	25,649	25,649
60,988	Other operating revenue	77,646	58,446
<b>83,782</b>	<b>Total revenue</b>	<b>103,295</b>	<b>84,095</b>
<b>LESS EXPENSES</b>			
47,723	Sector investments and consulting	49,077	49,004
7,620	COVID-19 relief package	6,264	-
-	Programme management – recovery package	1,779	-
6,758	Programme management	8,618	9,647
10,397	Technical advice and resources	12,720	15,571
2,615	Policy advice	2,490	2,537
4,978	Knowledge and information	6,024	5,804
<b>80,091</b>	<b>Total expenses</b>	<b>86,972</b>	<b>82,563</b>
<b>3,691</b>	<b>Net operating surplus before recovery package</b>	<b>16,323</b>	<b>1,532</b>
<b>RECOVERY PACKAGE</b>			
4,600	Crown funding	107,121	143,750
<b>LESS EXPENSES</b>			
4,600	Sector investments and consulting	47,721	143,750
-	Operating expenditure	126	468
<b>4,600</b>	<b>Total expenses</b>	<b>47,847</b>	<b>144,218</b>
<b>-</b>	<b>Net operating surplus/ (deficit) from recovery package</b>	<b>59,274</b>	<b>(468)</b>
<b>3,691</b>	<b>Net operating surplus after recovery package</b>	<b>75,597</b>	<b>1,064</b>

# Output Class Two

## High Performance Sport

This appropriation is intended to achieve more New Zealand winners on the world stage by supporting them in their pinnacle events.

We assess performance across the following main areas:

- Progress across high performance programmes and campaigns, supported by strategic investment and expertise
- Stakeholder satisfaction levels
- Athlete and coaches enabled to perform.

We use methods of evaluation such as surveys with athletes and coaches, as well as our partners. Where available, we monitor Aotearoa New Zealand's position within the international environment, for example, the virtual Olympic medal table<sup>6</sup>.

To ensure consistency between reporting years, results achieved at the Tokyo 2020 Olympic and Paralympic Games are reported in measures that specifically refer to the Games. Unless otherwise stated, all other measures that report athlete and team results are based on the 2020 calendar year.

## Results on the world stage

Measure	Previous result	2020/21 target	2020/21 result
Medals at Olympic Summer Games	Rio 2016: 18 medals	Tokyo 2020: 16+	Tokyo 2020: 20
This measure was included in the 2018-22 SOI, the 2020/21 SPE and is in the Vote Sport and Recreation Estimates. The New Zealand Olympic Team achieved 7 Gold, 6 Silver and 7 Bronze medals. See page 12 for more information on New Zealand's performance at the Tokyo 2020 Olympic Games.			
Gold medals at Paralympic Summer Games	Rio 2016: 9 (21 medals in total)	Tokyo 2020: 10-14	Tokyo 2020: 6 (12 medals in total)
This measure was included in the 2018-22 SOI, the 2020/21 SPE and is in the Vote Sport and Recreation Estimates. The New Zealand Paralympic Team achieved 6 Gold, 3 Silver and 3 Bronze medals. The below-target result can be attributed to a range of factors, such as no New Zealand Para athletes were able to compete in international events in 2020 due to COVID-19; several cycling events were factored, reducing the potential to gain at least two medal performances; some medal prospects chose not to compete in Tokyo 2020; and 18 of New Zealand's 29 Paralympians were competing at the Paralympic Games for the first time. See page 14 for more information on New Zealand's performance at the Tokyo 2020 Paralympic Games.			

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Number of Aotearoa New Zealand athletes in the top 3 and top 8 in the world in their pinnacle events	New measure in 2020/21	New measure in 2020/21	No targets published in the 20/21 SPE	Top 3: 0 Top 8: 0
This measure was included in the 2020/21 SPE. A pinnacle event is the highest level event in a sport in a year. This measure reports results from HPSNZ-funded, non-Olympic sports in the 2020 calendar year. There were no pinnacle events held in 2020 due to COVID-19 disruptions.				
Number of Aotearoa New Zealand teams in the top 3 in World Cup or World Championship events	New measure in 2020/21	New measure in 2020/21	5	0
Number of Aotearoa New Zealand teams in the top 8 in World Cup or World Championship events	New measure in 2020/21	New measure in 2020/21	2	0
These measures were included in the 2020/21 SPE. It reports results for HPSNZ-funded, non-Olympic sports. There were no World Cups or Championships held in 2020 due to COVID-19 disruptions.				

<sup>6</sup> The virtual Olympic medal table predicts the number of medals that will be won by each country, based on current performance: <http://www.gracenote.com/virtual-medal-table/>

## Performances that connect

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Percentage of people who agree that "New Zealand national and international athletes and teams compete in a way that is in line with my values"	New measure in 2020/21	New measure in 2020/21	Establish baseline	Not reported
This measure was included in the 2020/21 SPE. Additional testing showed that the Active NZ question that underpins this measure is difficult to understand and answer. As a result, this measure was not included in the Active NZ survey and has been discontinued in 2021/22.				

## Progress towards Olympic and Paralympic success

Measure	2018/19 result	2019/20 result	2020/21 SPE target	2020/21 result
Number of New Zealand athletes placed in top 3, 5 and 8 in the world in Olympic disciplines	Top 3: 14 Top 5: 28 Top 8: 41	Top 3: 19 Top 5: 27 Top 8: 43	Top 3: 5 Top 5: 8 Top 8: 15	Top 3: 7 Top 5: 12 Top 8: 19
This measure was included in the 2018-22 SOI and 2020/21 SPE and is in the Vote Sport and Recreation Estimates. This measure is designed to track performance in the lead up to the Olympic Games. It records results in pinnacle events for Olympic sports benchmarked against the annual results for the comparative year in the previous Olympic cycle. For example, 2015 is compared to 2019 as they were both one year before the Olympic Games (prior to postponement of the 2020 Games). The target recorded in the 2018-22 SOI, prior to the disruption to the international sport schedule caused by COVID-19, was: 16, 24 and 32 for the top 3, 5 and 8 placings, respectively. The 2020/21 results report on the 2020 calendar year.				
Number of New Zealand athletes placed in top 3 and 5 in the world in Paralympic disciplines	Top 3: 6 Top 5: 16	Top 3: 18 Top 5: 29	Top 3: 1 Top 5: 1	Top 3: 0 Top 5: 0
This measure was included in the 2018-22 SOI and 2020/21 SPE and is in the Vote Sport and Recreation Estimates. This measure is designed to track performance in the lead up to the Paralympic Games. It records results in pinnacle events for Paralympic sports benchmarked against the annual results for the comparative year in the previous Paralympic cycle. For example, 2015 is compared to 2019 as they were both one year before the Paralympic Games (prior to postponement of the 2020 Games). No New Zealand athletes competed in Paralympic events in 2020. The measure recorded in the 2018-22 SOI, prior to the disruption to the international sport schedule caused by COVID-19, was: 18 and 24 for the top 3 and 5 placings, respectively.				

## Engagement

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Percentage of New Zealanders (18+) that agree that they are interested in high performance sport.	New measure in 2020/21	New measure in 2020/21	Establish baseline	43%
This measure was included in the 2020/21 SPE. This is reported as people who agree a little and a lot. The result is based on three months' worth of Active NZ data gathered between March and June 2021.				
Percentage of New Zealanders (5+) who engaged with high performance sport through at least three different media in the last seven days	New measure in 2020/21	New measure in 2020/21	Establish baseline	Not reported
This measure was included in the 2020/21 SPE. This measure was not included in the Active NZ survey in the 2020/21 financial year due to an internal oversight. Following additional development of the HPSNZ outcomes framework and strategy in 2020/21, this measure has been discontinued in 2021/22.				

## System behaviour and performance

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Percentage of [New Zealanders who] trust that high performance sport integrity issues are handled effectively and appropriately in New Zealand.	New measure in 2020/21	New measure in 2020/21	Establish baseline	36%
This measure was included in the 2020/21 SPE. The result is based on six months' worth of Active NZ data from January to June 2021. The question in Active NZ asks survey respondents how much they trust New Zealand's sports organisations to handle integrity issues appropriately and effectively. The result includes 'trust' and 'completely trust' responses. Following additional development of the HPSNZ outcomes framework and strategy in 2020/21, this measure has been discontinued in 2021/22.				

## Sport Recovery Fund

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
All Sport Recovery Package initiatives are funded in accordance with agreed criteria.	New measure in 2020/21	New measure in 2020/21	100%	100%
This measure was included in the Supplementary Estimates of Appropriations 2020/21 for Vote Sport and Recreation. The Sport Recovery Package has three investment outcomes: Reset & Rebuild, Strengthen & Adapt, and Different & Better. Initiatives for these outcomes receive joint ministerial approval before funds are committed and each initiative includes a description of the purpose of funding. Sport NZ provided the Minister with monthly reports on progress of approved initiatives in 2020/21.				

## Investment to support NSO high performance initiatives

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
At least 85% of total high performance funding will be invested in high performance programmes and initiatives	94%	94%	85%	90%
This measure was included in the 2020/21 SPE. HPSNZ investment supports NSO high performance programmes and initiatives, which include investment to targeted sports; performance enhancement grants; technology and innovation; high performance events and direct costs associated with the provision of technical advice, resources and athlete services to targeted sports/athletes/coaches. The baseline is 93% from the 2017/18.				
At least 80% high performance system key performance indicators achieved	80%	87%	80%	87%
This measure was included in the 2020/21 SPE. It reports the percentage of high performance programme key performance indicators (KPI) that were achieved by NSOs receiving targeted investment. A programme KPI is based on a NSO's strategic priorities and could include podium performances; World Class athletes, leaders, coaches and support staff; World Class planning and execution; World Class daily training environments; athlete development and effective partnerships between NSOs, New Zealand Olympic Committee, Paralympics New Zealand and HPSNZ. The baseline is 89% from the 2017/18 year.				

## High performance athlete support services

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Direct support including grants and specialist services to athletes and coaches positively impacts their performance, rated as 'Good' or above.	Coaches: 80% Athletes: 86%	Coaches: 84% Athletes: 85%	80%	Coaches: 88% Athletes: 86%
This measure was included in the 2020/21 SPE and is in the Vote Sport and Recreation Estimates. The baseline is from 2017/18 data: 86% for coaches; 89% for athletes. HPSNZ directly supports athletes through the allocation of grants and provisions of specialist and expert services, such as exercise physiology, biomechanics, strength and conditioning, nutrition, physiotherapy, massage, planning, athlete life, and medical services.				
Performance Enhancement Grants allocated to at least 200 high performance athletes	228	234	200	229
This measure was included in the 2020/21 SPE.				
400 athletes receive funding and/or access to services through the high performance system	442	426	400	380
This measure was included in the 2020/21 SPE. Due to most international sport postponed or cancelled in 2020 due to the COVID-19 pandemic, and the preparation for the delayed Olympic and Paralympic Games, the number of newly carded athletes was less than in previous years. Therefore, the total number of carded athletes remained relatively constant throughout the year.				

## Technical advice for high performance expertise

Measure	2018/19 result	2019/20 result	2020/21 target	2020/21 result
Expert advice, guidance and assistance provided to national sport organisations, rated as 'good' or above.	95%	91%	80%	82%
This measure was included in the 2020/21 SPE and is in the Vote Sport and Recreation Estimates. HPSNZ provides expert advice, guidance and assistance to national sport organisations to improve the delivery of their high performance programmes and athlete development. The 2020/21 result is below the 2019/20 result but above the target. Further investigation is required to understand the decline. The baseline of 93% is from the 2017 Partner Confidence Survey.				

## Cost of Service by Output Expense - High Performance Sport

ACTUAL 2020 \$000		ACTUAL 2021 \$000	BUDGET 2021 \$000
<b>REVENUE</b>			
62,192	Crown funding	62,192	63,442
7,724	Other operating revenue	3,775	3,956
<b>69,916</b>	<b>Total revenue</b>	<b>65,967</b>	<b>67,398</b>
<b>LESS EXPENSES</b>			
44,270	Sector investments and consulting	42,950	47,141
486	Infrastructure investment	75	2,855
2,886	Programme management	3,978	4,344
6,962	Technical advice and resources	6,297	5,671
16,133	High performance athlete services	11,400	14,009
<b>70,737</b>	<b>Total expenses</b>	<b>64,700</b>	<b>74,020</b>
<b>(821)</b>	<b>Net operating surplus/(deficit) before recovery package</b>	<b>1,267</b>	<b>(6,622)</b>
<b>RECOVERY PACKAGE</b>			
-	Crown funding	10,072	-
<b>LESS EXPENSES</b>			
-	Sector investments and consulting	6,172	-
-	Operating expenditure	413	-
-	<b>Total expenses</b>	<b>6,585</b>	-
-	<b>Net operating surplus from recovery package</b>	<b>3,487</b>	-
<b>(821)</b>	<b>Net operating surplus/(deficit) after recovery package</b>	<b>4,754</b>	<b>(6,622)</b>

## Output Class Three

### Prime Minister's Scholarships

This appropriation is limited to sport scholarships to enable talented New Zealanders to pursue tertiary study and elite sport development and/or to develop skills that contribute to the quality of New Zealand's sport performance at the elite level.

We monitor the efficiency of the programme by looking at the administration costs and have targets in place for the number of scholarships awarded. The key output for these measures is high performance athletes, coaches, officials and support staff balance their sports development by pursuing educational and personal development opportunities.

Measure	2018/19 result	2019/20 result	2020/21 Performance standard	2020/21 result
Administration costs are less than 4% of the total funding	4%	3.4%	4%	1.3%
This measure was included in the 2020/21 SPE. During 2020/21 fewer Prime Minister's Scholarships ceremonies were able to be held or were held with reduced headcount due to the impacts of COVID-19. Consequently, event costs were less in 2020/21, contributing to the lower administration costs.				
At least 300 athlete scholarships awarded	337	354	300	321
This measure was included in the 2020/21 SPE.				
At least 100 coach, official and support team scholarships awarded	194	192	100	75
This measure was included in the 2020/21 SPE. Due to restrictions on international travel during the COVID-19 pandemic, the number of scholarships awarded was lower than usual as HPSNZ was unable to award scholarships that included international travel.				

### Cost of service by output expense - Prime Minister's Scholarships

ACTUAL 2020 \$000		ACTUAL 2021 \$000	BUDGET 2021 \$000
<b>REVENUE</b>			
4,250	Crown funding	4,250	4,250
<b>4,250</b>	<b>Total revenue</b>	<b>4,250</b>	<b>4,250</b>
<b>LESS EXPENSES</b>			
3,695	Sector investments and consulting	3,073	4,250
146	Programme management	57	72
<b>3,841</b>	<b>Total expenses</b>	<b>3,130</b>	<b>4,322</b>
<b>409</b>	<b>Net operating surplus/ (deficit)</b>	<b>1,120</b>	<b>(72)</b>

# Independent Auditor's Report



## To the readers of Sport New Zealand's group financial statements and statement of performance for the year ended 30 June 2021

The Auditor-General is the auditor of Sport New Zealand group (the Group). The Auditor-General has appointed me, Rehan Badar, using the staff and resources of Audit New Zealand, to carry out the audit of the financial statements and the statement of performance, including the performance information for appropriations, of the Group on his behalf.

### Opinion

We have audited:

- the financial statements of the Group on pages 67 to 97, that comprise the statement of financial position as at 30 June 2021, the statement of comprehensive revenue and expenses, statement of changes in equity and statement of cash flows for the year ended on that date and the notes to the financial statements including a summary of significant accounting policies and other explanatory information; and
- the statement of performance of the Group on pages 46 to 61.

In our opinion:

- the financial statements of the Group on pages 67 to 97:
  - present fairly, in all material respects:
    - its financial position as at 30 June 2021; and
    - its financial performance and cash flows for the year then ended; and
  - comply with generally accepted accounting practice in New Zealand in accordance with the Public Benefit Entity Reporting Standards; and
- the statement of performance on pages 46 to 61
  - presents fairly, in all material respects, the Group's performance for the year ended 30 June 2021, including:
    - for each class of reportable outputs:
      - its standards of delivery performance achieved as compared with forecasts included in the statement of performance expectations for the financial year; and
      - its actual revenue and output expenses as compared with the forecasts included in the statement of performance expectations for the financial year; and
      - what has been achieved with the appropriation; and
      - the actual expenses or capital expenditure incurred compared with the appropriated or forecast expenses or capital expenditure; and
  - complies with generally accepted accounting practice in New Zealand.

Our audit was completed on 8 December 2021. This is the date at which our opinion is expressed.

The basis for our opinion is explained below. In addition, we outline the responsibilities of the Board and our responsibilities relating to the financial statements and the statement of performance, we comment on other information, and we explain our independence.

### Basis for our opinion

We carried out our audit in accordance with the Auditor-General's Auditing Standards, which incorporate the Professional and Ethical Standards and the International Standards on Auditing (New Zealand) issued by the New Zealand Auditing and Assurance Standards Board. Our responsibilities under those standards are further described in the Responsibilities of the auditor section of our report.

We have fulfilled our responsibilities in accordance with the Auditor-General's Auditing Standards.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Responsibilities of the Board for the financial statements and the statement of performance

The Board is responsible on behalf of the Group for preparing financial statements and statement of performance that are fairly presented and comply with generally accepted accounting practice in New Zealand. The Board is responsible for such internal control as they determine is necessary to enable it to prepare financial statements and statement of performance that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements and the statement of performance, the Board is responsible on behalf of the Group for assessing the Group's ability to continue as a going concern. The Board is also responsible for disclosing, as applicable, matters related to going concern and using the going concern basis of accounting, unless there is an intention to merge or to terminate the activities of the Group, or there is no realistic alternative but to do so.

The Board's responsibilities arise from the Crown Entities Act 2004 and the Public Finance Act 1989.

### Responsibilities of the auditor for the audit of the financial statements and the statement of performance

Our objectives are to obtain reasonable assurance about whether the financial statements and the statement of performance, as a whole, are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit carried out in accordance with the Auditor-General's Auditing Standards will always detect a material misstatement when it exists. Misstatements are differences or omissions of amounts or disclosures, and can arise from fraud or error. Misstatements are considered material if, individually or in the aggregate, they could reasonably be expected to influence the decisions of readers, taken on the basis of these financial statements and statement of performance.

For the budget information reported in the financial statements and the statement of performance, our procedures were limited to checking that the information agreed to the Group's statement of performance expectations.

We did not evaluate the security and controls over the electronic publication of the financial statements and the statement of performance.

## Independent Auditor's Report: Continued

As part of an audit in accordance with the Auditor-General's Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Also:

- We identify and assess the risks of material misstatement of the financial statements and the statement of performance, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- We obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.
- We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board.
- We evaluate the appropriateness of the reported performance information within the Group's framework for reporting its performance.
- We conclude on the appropriateness of the use of the going concern basis of accounting by the Board and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements and the statement of performance or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- We evaluate the overall presentation, structure and content of the financial statements and the statement of performance, including the disclosures, and whether the financial statements and the statement of performance represent the underlying transactions and events in a manner that achieves fair presentation.
- We obtain sufficient appropriate audit evidence regarding the financial statements and the statement of performance of the entities or business activities within the Group to express an opinion on the consolidated financial statements and the consolidated performance information. We are responsible for the direction, supervision and performance of the Group audit. We remain solely responsible for our audit opinion.

We communicate with the Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Our responsibilities arise from the Public Audit Act 2001.

### Other information

The Board is responsible for the other information. The other information comprises the information included on pages 1 to 104 but does not include the financial statements and the statement of performance, and our auditor's report thereon.

Our opinion on the financial statements and the statement of performance does not cover the other information and we do not express any form of audit opinion or assurance conclusion thereon.

In connection with our audit of the financial statements and the statement of performance, our responsibility is to read the other information. In doing so, we consider whether the other information is materially inconsistent with the financial statements and the statement of performance or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on our work, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### Independence

We are independent of the Group in accordance with the independence requirements of the Auditor-General's Auditing Standards, which incorporate the independence requirements of Professional and Ethical Standard 1: International Code of Ethics for Assurance Practitioners issued by the New Zealand Auditing and Assurance Standards Board.

Other than the audit, we have no relationship with or interests in the Group.

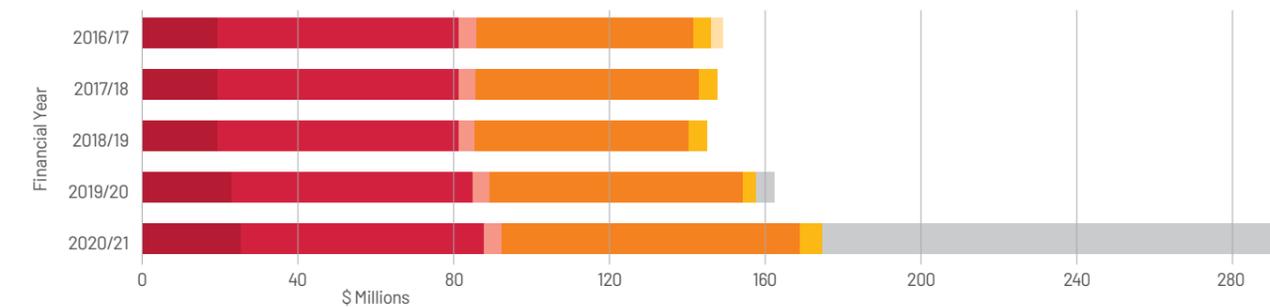


**Rehan Badar**  
Audit New Zealand  
On behalf of the Auditor-General  
Wellington, New Zealand

## Financial Overview

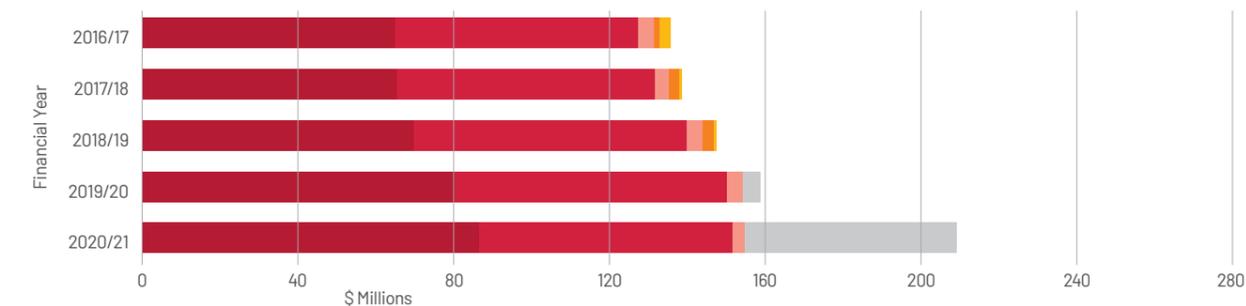
The financial information presented within this annual report is for Sport New Zealand (Sport NZ) and the consolidated Sport NZ Group (the Group), comprising Sport NZ and its wholly-owned subsidiary High Performance Sport New Zealand (HPSNZ) and the New Zealand Sports Foundation Charitable Trust (NZSFCT) in which Sport NZ has a controlling interest.

### Analysis of revenue from 2016/17 to 2020/21



Crown funding (excluding the COVID-19 Recovery Package) has increased by \$2.855m for the 2020/21 year, to fund a cross-agency, school-based programme referred to as Healthy Active Learning. Prior to 2020/21 Crown funding had remained unchanged since the 2016/17 financial year, when the Group received an additional one-off payment of \$2.950m to support leverage and legacy programmes related to the Lions Rugby Tour. Lotto revenue is \$11.645m more than 2019/20. COVID-19 Recovery Packing funding of \$117.193m was received in 2020/21.

### Analysis of expenditure from 2016/17 to 2020/21



This chart shows how Group expenditure has been allocated across outputs since 2016/17. Sport NZ expenditure related to both Sport and Recreation programmes and High Performance programmes has increased in the last two years, utilising reserves and additional Crown and Lottery Grants Board Funding as noted above. Recovery investment portfolio expenditure increased by \$49.832m from 2019/20 as recovery initiatives gained momentum.

## Financial Statements

### Statement of comprehensive revenue and expense<sup>7</sup>

#### For the year ended 30 June 2021

ACTUAL 2020 \$000		ACTUAL 2021 \$000	BUDGET 2021 \$000
<b>REVENUE</b>			
93,836	Crown funding	209,284	237,091
65,076	New Zealand Lottery Grants Board	76,721	58,477
1,272	Interest revenue	955	530
2,364	Sundry revenue	3,745	3,395
<b>162,548</b>	<b>Total revenue</b>	<b>290,705</b>	<b>299,493</b>
<b>EXPENDITURE</b>			
<b>SECTOR INVESTMENTS</b>			
772	Investment consulting	793	639
94,919	Partner investments	94,307	98,506
484	Infrastructure investments	75	2,775
7,620	COVID-19 relief package	6,264	-
4,600	Recovery investment portfolio	53,893	145,000
<b>108,395</b>	<b>Total sector investments</b>	<b>155,332</b>	<b>246,920</b>
<b>COST OF SERVICES</b>			
217	Board members' remuneration	21	262
28,689	Personnel costs	4	28,328
9,291	Professional and technical services	5	12,881
2,501	Leased property		2,499
1,469	Depreciation and amortisation	10,12	1,488
8,712	Other operating costs	6	8,558
<b>50,879</b>	<b>Total operating expenditure</b>	<b>53,902</b>	<b>58,203</b>
<b>159,274</b>	<b>Total expenditure</b>	<b>209,234</b>	<b>305,123</b>
<b>3,274</b>	<b>Net Operating Surplus/(Deficit)</b>	<b>81,471</b>	<b>(5,630)</b>
4	Gain on disposal of assets	7	-
<b>3,278</b>	<b>Surplus/(Deficit)</b>	<b>81,478</b>	<b>(5,630)</b>
<b>3,278</b>	<b>Total comprehensive revenue and expense</b>	<b>81,478</b>	<b>(5,630)</b>

<sup>7</sup> This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 25.

## Financial Statements: Continued

### Statement of financial position<sup>8</sup>

At 30 June 2021

ACTUAL 2020 \$000		ACTUAL 2021 \$000	BUDGET 2021 \$000	
<b>ASSETS</b>				
<b>CURRENT ASSETS</b>				
11,762	Cash and cash equivalents	7	51,323	829
31,407	Trade and other receivables	8	29,543	15,330
280	Prepayments		1,571	200
17,286	Investments	9	61,550	10,200
<b>60,735</b>	<b>Total current assets</b>		<b>143,987</b>	<b>26,559</b>
<b>NON-CURRENT ASSETS</b>				
3,505	Property, plant and equipment	10	2,890	3,198
1,027	Intangible assets	12	1,147	1,893
<b>4,532</b>	<b>Total non-current assets</b>		<b>4,037</b>	<b>5,091</b>
<b>65,267</b>	<b>Total assets</b>		<b>148,024</b>	<b>31,650</b>
<b>LIABILITIES</b>				
<b>CURRENT LIABILITIES</b>				
6,828	Trade and other payables	14	8,598	7,209
1,042	Revenue received in advance	15	964	1,001
2,442	Employee entitlements	16	2,029	1,873
<b>10,312</b>	<b>Total current liabilities</b>		<b>11,591</b>	<b>10,083</b>
<b>NON-CURRENT LIABILITIES</b>				
18	Provisions	17	18	18
<b>18</b>	<b>Total non-current liabilities</b>		<b>18</b>	<b>18</b>
<b>10,330</b>	<b>Total liabilities</b>		<b>11,609</b>	<b>10,101</b>
<b>54,937</b>	<b>Net assets</b>		<b>136,415</b>	<b>21,549</b>
<b>REPRESENTED BY:</b>				
51,659	Public equity		54,937	27,179
3,278	Total revenue and expenditure		81,478	(5,630)
<b>54,937</b>	<b>Public equity</b>		<b>136,415</b>	<b>21,549</b>

<sup>8</sup> This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 25.

### Statement of changes in equity<sup>9</sup>

For the year ended 30 June 2021

ACTUAL 2020 ADJUSTED \$000		ACTUAL 2021 \$000	BUDGET 2021 \$000
51,659	Opening public equity	54,937	27,179
3,278	Total comprehensive revenue and expense for the year	81,478	(5,630)
<b>54,937</b>	<b>Closing public equity</b>	<b>136,415</b>	<b>21,549</b>

<sup>9</sup> This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 25.

## Financial Statements: Continued

### Statement of cash flows<sup>10</sup>

For the year ended 30 June 2021

ACTUAL 2020 \$000		ACTUAL 2021 \$000	BUDGET 2021 \$000
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
93,982	Crown funding	209,284	237,091
56,502	New Zealand Lottery Grants Board	71,155	65,177
2,349	Sundry revenue	3,260	790
1,522	Interest revenue	968	980
1,435	Goods and services tax	(1,669)	(1,450)
(119,129)	Sector investment	(145,809)	(242,796)
(21,349)	Other payments	(23,488)	(30,488)
(28,308)	Payments to employees	(29,004)	(28,140)
<b>(12,996)</b>	<b>Net cash flow from operating activities</b>	<b>84,697</b>	<b>1,164</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
5	Disposal of property, plant and equipment	12	-
19,631	Investments maturing	-	801
(563)	Purchase of property, plant and equipment	10 (341)	(580)
(409)	Purchase of intangible assets	12 (543)	(1,473)
-	Acquisitions of investments	(44,264)	-
<b>18,664</b>	<b>Net cash flow from investing activities</b>	<b>(45,136)</b>	<b>(1,252)</b>
<b>5,668</b>	<b>Net increase / (decrease) in cash and cash equivalents</b>	<b>39,561</b>	<b>(88)</b>
6,094	Cash and cash equivalents at 1 July	11,762	917
<b>11,762</b>	<b>Cash and cash equivalents at 30 June</b>	<b>51,323</b>	<b>829</b>

### Reconciliation of net Surplus/ (deficit)

For the year ended 30 June 2021

ACTUAL 2020 \$000		ACTUAL 2021 \$000
<b>3,278</b>	<b>Surplus</b>	<b>81,478</b>
<b>Add/(deduct) non-cash items</b>		
1,469	Depreciation and amortisation	1,374
(4)	Loss/(gain) on disposal of assets	(7)
<b>1,465</b>	<b>Total non-cash items</b>	<b>1,367</b>
<b>Add/(deduct) movements in working capital items</b>		
(17,444)	Trade and other receivables	1,851
250	Interest receivable	13
47	Prepayments	(1,291)
(1,152)	Trade and other payables	1,770
(38)	Revenue received in advance	(78)
598	Employee entitlements	(413)
<b>(17,739)</b>	<b>Net movement in other working capital items</b>	<b>1,852</b>
<b>(12,996)</b>	<b>Net cash flows from operating activities</b>	<b>84,697</b>

<sup>10</sup> This financial statement is to be read in conjunction with the accounting policies and notes to the financial statements. Explanations for major variances against budget are provided in note 25.

# Notes to the Financial Statements

## 1. Statement of accounting policies for the year ended 30 June 2020

### Reporting entity

The accompanying notes form an integral part of the financial statements. These financial statements are for the Group for the year ended 30 June 2021 and were authorised for issue on 8 December 2021. The Group comprises the parent entity, Sport and Recreation New Zealand (Sport NZ), its wholly owned subsidiary, High Performance Sport New Zealand Limited (HPSNZ), and the New Zealand Sports Foundation Charitable Trust (NZSFCT) in which Sport NZ has a controlling interest.

Sport NZ is a Crown entity as defined by the Crown Entities Act 2004 and is domiciled and operates in Aotearoa New Zealand. The relevant legislation governing Sport NZ's operations includes the Crown Entities Act 2004. Sport NZ's ultimate parent is the New Zealand Crown.

Sport NZ was established as a Crown entity on 1 January 2003 under the Sport and Recreation New Zealand Act 2002 (the Act) to "promote, encourage and support physical recreation and sport in Aotearoa New Zealand". Its functions are set out in section 8 of the Act, which incorporates the functions of HPSNZ.

The NZSFCT commenced activities on 1 September 1995 and was granted charitable status under the Income Tax Act 1994, in August 1995. The NZSFCT was registered as a charitable entity under the Charities Act 2005 on 30 June 2008. The objects of the NZSFCT include: to promote, organise, and provide for and assist in the promotion and organisation of sport, and participation in sport in the community, for the purpose of promoting the health, education, and development of individuals and communities.

Although a separate legal entity from Sport NZ, the Trustees are appointed by the Sport NZ Board and include members of the Sport NZ Board.

The Group does not operate to make a financial return and is designated a public benefit entity for financial reporting purposes.

### Basis of preparation

The financial statements have been prepared on a going concern basis, and the accounting policies have been applied consistently throughout the period.

There have been no changes to accounting policies from the prior period.

### Statement of compliance

The financial statements of the Group have been prepared in accordance with the requirements of the Crown Entities Act 2004, which includes the requirement to comply with Aotearoa New Zealand generally accepted accounting practice (NZ GAAP).

The financial statements have been prepared in accordance with Tier 1 PBE accounting standards.

### Measurement base

The financial statements have been prepared on the historical cost basis.

### Presentation currency and rounding

The financial statements are presented in New Zealand dollars and all values are rounded to the nearest thousand dollars (\$'000).

### Standards issued and not yet effective and not early adopted

#### *PBE FRS 48 Service Performance Reporting*

PBE FRS 48 replaces the service performance reporting requirements of PBE IPSAS I and it is effective for reporting periods beginning on or after 1 January 2021. The Group has not determined how application of PBE FRS 48 will affect its statement of performance.

#### *Amendment to PBE IPSAS 2 Statement of Cash Flows*

An amendment to PBE IPSAS 2 Statement of Cash Flows requires entities to provide disclosures that enable users of financial statements to evaluate changes in liabilities arising from financial activities, including both changes arising from cash flows and non-cash changes. This amendment is effective for annual periods beginning on or after 1 January 2021, with early application permitted. This standard is unlikely to have significant impact on the financial statements of the Group.

#### *PBE IPSAS 41 Financial Instruments*

The XRB issued PBE IPSAS 41 Financial Instruments in March 2019. The standard supersedes PBE IFRS 9 Financial Instruments, which were issued as an interim standard. It is effective for reporting periods beginning on or after 1 January 2022. Although the Sport NZ Group has not assessed the effect of the new standard, it does not expect any significant changes as the requirements are similar to PBE IFRS 9.

### Summary of significant accounting policies

Significant accounting policies are included in the notes to which they relate. Significant accounting policies that do not relate to a specific note are outlined below.

#### Basis of consolidation

The consolidated financial statements are prepared by adding together like items of assets, liabilities, equity, income, and expenses on a line-by-line basis and eliminating all significant intragroup balances, transactions, income and expenses upon consolidation.

#### Goods and services tax (GST)

All items in the financial statements are presented exclusive of GST, except for receivables and payables, which are presented on a GST inclusive basis.

Where GST is not recoverable as input tax, it is recognized as part of the related asset or expense. The net amount of GST recoverable from, or payable to the IRD is included as part of receivables or payables in the statement of financial position.

The net GST paid to, or received from, the IRD, including the GST relating to investing and financing activities, is classified as a net operating cash flow in the statement of cash flows.

Commitments and contingencies are disclosed exclusive of GST.

#### Income tax

Sport NZ and HPSNZ are public authorities and the NZSFCT is a registered charity, consequently the Group is exempt from income tax.

#### Budget figures

The budget figures for the year ended 30 June 2021 are derived from the Statement of Performance Expectations (SPE) 1 July 2020 – 30 June 2021 as approved by the Sport NZ Board on 18 June 2020. The budget figures have not been adjusted for the consolidation of the NZSFCT, as it was not anticipated that the Trust would be active in the year under review and therefore, no budget was prepared.

The budget figures were prepared in accordance with NZ GAAP using accounting policies that are consistent with those adopted by the Board for the preparation of the financial statements.

### Cost allocation

Within the cost of service statements, the cost of outputs has been determined through a combination of direct cost allocation and indirect cost allocation. Costs directly attributed to an output are allocated to that output. Indirect costs comprise expenditure related to the Executive, Strategy, Policy, Corporate Services, Business Operations, Marketing and Communications. These are allocated to outputs based on the proportional share of fulltime equivalent employees (FTEs) working directly on each output.

### Critical accounting estimates and assumptions

In preparing these financial statements, the Group has made estimates and assumptions concerning the future that may differ from actual subsequent events. These estimates and assumptions are based on historical experience and other factors, including reasonable expectations as to likely future events, and continual re-evaluation of expectations in the light of new information.

There were no critical accounting estimates or assumptions applied in preparing the financial statements that were considered to have involved significant risk to require material adjustment to the carrying amounts of assets and liabilities in the next financial year.

### Critical judgements in applying accounting policies

In preparing the financial statements, no critical judgements were made in the application of accounting policies that are considered to have involved significant risk, to require material adjustment to the carrying amounts of assets and liabilities in the next financial year.

## Notes to the Financial Statements: Continued

### 2. Revenue

ACTUAL 2020 \$000		ACTUAL 2021 \$000
<b>CROWN FUNDING</b>		
22,794	Sport and recreation programmes	25,649
62,192	High performance sport	62,192
4,250	Prime Minister's sport scholarships	4,250
4,600	COVID-19 recovery package	117,193
<b>93,836</b>	<b>Total crown funding</b>	<b>209,284</b>
<b>OTHER REVENUE</b>		
65,076	New Zealand Lottery Grants Board	76,721
1,272	Interest revenue	955
2,364	Sundry revenue	3,745
<b>162,548</b>	<b>Total revenue</b>	<b>290,705</b>

#### Revenue recognition

Revenue is recognised based on the fair value of consideration received or receivable.

#### Crown funding

The Crown directly provides funding to the Group for the specific purpose and objectives of Sport NZ and HPSNZ, as set out in the SPE and according to the scope of relevant government appropriations.

Apart from the general restrictions, the Group considers there are no other conditions attached to Crown funding, with the exception of the COVID-19 recovery package. The COVID-19 recovery package has an additional restriction that all spending is subject to the Minister for Sport and Recreation and the Minister of Finance being jointly satisfied that the proposed spending is cost-effective and implementation ready. Crown funding is recognised as revenue when earned and is reported in the financial period relating to which it was appropriated.

#### New Zealand Lottery Grants Board

Sport NZ receives annual funding from the NZ Lotteries Grants Board (NZLGB) who in turn receive it from LottoNZ. Sport NZ receives 20% of LottoNZ net profits. Revenue from the NZLGB is recognised as revenue in the same year as the corresponding LottoNZ net profits based on formal advice received from the NZLGB.

Sport NZ also receives annual funding from the NZ Lotteries Grants Board (NZLGB) for Water Safety New Zealand, which it passes directly on. This is recognised as revenue and expenditure in the statement of comprehensive revenue and expenditure.

#### Interest

Interest revenue is recognised by accruing on a time proportion basis the interest due from investments.

### 3. Sector investment

ACTUAL 2020 \$000		ACTUAL 2021 \$000
47,724	Sport and recreation programmes	49,077
44,756	High performance sport	43,025
3,695	Prime Minister's Sport Scholarships	3,073
<b>96,175</b>	<b>Sub-total</b>	<b>95,175</b>
4,600	Recovery investment portfolio	53,893
7,620	COVID-19 relief package	6,264
<b>108,395</b>	<b>Total sector investments</b>	<b>155,332</b>

#### Investment consulting

Costs associated with engaging consultants to provide professional advice directly to partner organisations are recognised in the statement of comprehensive revenue and expense as 'investment consulting' expense under 'sector investments'.

#### Partner investments and infrastructure investment

The Group provides funding to organisations in the sport and recreation sector to meet its primary objectives. This expenditure is recognised as an expense in the Statement of Comprehensive Revenue and Expense as either partner investments or infrastructure investments.

Investment with substantive conditions is expensed at the earlier of the investment payment date or when the contract requirements are met.

Investment without substantive conditions that need to be subsequently met, is expensed at payment date.

The Group must exercise judgement when recognising investment expenditure to determine whether contracted requirements have been satisfied. This judgement is based on the facts and circumstances that are evident for each contract.

#### COVID-19 Relief Package

On 7 May 2020 Sport New Zealand announced the creation of a \$25m relief package available to the sport, play and active recreation sector as an immediate response to the effects of the COVID-19 pandemic. These funds were made available through savings, the re-prioritisation of Sport NZ's work programme, and potentially drawing down on cash reserves. A further \$0.5m was contributed by the NZSFCT bringing the total package to \$25.5m.

\$13.884m of this package was spent as originally intended, a further \$4.705m towards reinstating repurposed funds, principally in support of COVID-19 initiatives, with the unspent portion being bought back into equity. These unspent funds include the provision of support for ongoing costs incurred administering the COVID-19 Recovery Investment Portfolio.

2020/21 Relief package funds have been spent as follows:

- \$0.231m (2019/20 \$6.995m) Community Resilience Fund - established to provide relief to local and regional sport and active recreation organisations.
- \$4.152m (2019/20 \$0.625m) Partner Support Fund to help the Group's investment partners maintain critical roles and business functions that were at risk due to COVID-19.
- \$1.881m (2019/20 Nil) Exceptional System Support Fund - designed for national play, active recreation and sport organisations materially impacted by COVID-19, who do not already receive investment directly from Sport NZ.

## Notes to the Financial Statements: Continued

### Recovery Investment Portfolio

As part of Budget 2020 the Minister for Sport and Recreation announced a four-year \$264.6m Recovery Package into the Sport and Recreation sector.

Recovery investment amounting to \$53.893m (2019/20 \$4.600m) was distributed to the sector during the year under review. The Recovery investment has been allocated as follows:

ACTUAL 2020 \$000	ACTUAL 2021 \$000
- Alert level contingency fund	1,546
- Community resilience fund – phase 2	15,090
- Individual financial hardship	852
- Kaupapa Māori response plan	120
- National partner strengthen and adapt	2,382
- National partner support – HPSNZ	6,172
- National partner support – Sport NZ	6,360
- National sports leagues	4,732
4,600 Professional teams	4,060
- Tū Manawa Active Aotearoa	8,000
- World Cup facilities	4,579
<b>4,600 Total recovery investment portfolio</b>	<b>53,893</b>

#### Alert level contingency fund

A \$25m fund is being held as a contingency for potential increases in alert levels. During the year contingency funding has been used to contribute to the costs associated with managed isolation quarantine (MIQ) related to significant events where the National Sporting Organisation is unable to meet the full cost.

#### Community resilience fund – phase 2

This fund provided financial support to play, active recreation or sport organisations who had been experiencing financial hardship as a result of COVID-19 in the period 1 July to 30 September 2020.

#### Individual hardship fund

The individual hardship fund is a \$3m fund, spread over three financial years, intended to help individuals, particularly children, young people and their whānau, address the financial barrier to participation by providing financial support to help cover the cost of items, such as sports shoes, equipment and transport so they can participate in physical activity opportunities.

#### Kaupapa Māori response plan

The COVID-19 Kaupapa Māori Response Plan is a unique, holistic, Te Ao Māori approach that focuses on culturally distinctive pathways to enable Māori to succeed as Māori through play, active recreation, and sport.

#### National partner strengthen and adapt

This programme supports eleven national partners in a process to strengthen and adapt their organisations into the future to ensure they emerge strong and resilient from the pandemic.

#### National partner support – HPSNZ and Sport NZ

This fund aimed at supporting partners in rebuilding critical capacity that was lost because of COVID-19 and was vital to the partner achieving its outcomes and requirements associated with Sport NZ Partnerships investment.

#### National sports leagues

Funding was provided to existing National Sporting Organisations to support their premier national leagues affected by COVID-19.

#### Professional teams

This fund provided financial support to professional franchises to ease the financial impact of COVID-19.

#### Tū Manawa Active Aotearoa

Tū Manawa Active Aotearoa provides funding for the delivery of play, active recreation and sporting activities for children and young people. This fund has a particular focus on groups who are less active, including girls and young women, disabled people and those living in higher deprivation communities.

#### World Cup accessible facilities

Funding has been allocated to support gender-neutral facilities at match venues and training grounds that teams will use during the upcoming World Cup tournaments to be hosted by New Zealand. Specifically, the ICC Women's Cricket World Cup (February/March 2022), Women's Rugby World Cup (October/November 2022) and the FIFA Women's Football World Cup (July/August 2023).

More detail on the Recovery Package is provided on the Sport New Zealand Website: [sportnz.org.nz/resources/support-for-investment-partners/](https://sportnz.org.nz/resources/support-for-investment-partners/)

### Sector investments by appropriation

A breakdown of sector investments made to individual organisations is available on [sportnz.org.nz](https://sportnz.org.nz).

## Notes to the Financial Statements: Continued

### 4. Personnel costs

ACTUAL 2020 \$000		% OF REVENUE EXCLUDING RECOVERY FUNDING	ACTUAL 2021 \$000
<b>SALARY AND WAGES</b>			
13,710	Sector support	8%	14,580
7,196	Athlete services	4%	6,628
5,638	Corporate and business operations	4%	6,198
<b>26,544</b>	<b>Total salaries and wages</b>		<b>27,406</b>
816	Other personnel costs		606
730	Employer contributions to defined contribution schemes		738
599	Increase/ (decrease) in employee entitlements		(422)
<b>28,689</b>	<b>Total personnel costs</b>		<b>28,328</b>

#### Salary and wages

Salaries and wages are recognised as an expense as employees provide services. The split in salaries and wages represents three high level functional groupings:

- Sector support represents staff working directly to the sector to provide knowledge, advice and technical expertise.
- Athlete services includes specialists who provide direct performance support to athletes in exercise physiology, psychology, strength and conditioning, nutrition, biomechanics, physiotherapy, massage, planning, athlete life, medical and other specialist services.
- Corporate and business operations covers staff providing organisational infrastructure, policy advice, ministerial servicing and corporate services.

#### Other personnel costs

Other personnel costs include recruitment and professional development costs.

#### Defined contribution schemes

The Group's contributions to Kiwisaver are recognised as an expense in the statement of comprehensive revenue and expense as incurred.

### 5. Professional and technical services

ACTUAL 2020 \$000		ACTUAL 2021 \$000
4,578	Sector support consultants	7,124
2,656	Athlete service contractors	2,570
1,946	Other professional and technical services	2,611
	- Recovery investment portfolio consultants	450
	Fees to the auditor	
111	Annual audit fees (Audit NZ)	120
	- Under provision of prior year audit fees	6
<b>9,291</b>	<b>Total professional and technical services</b>	<b>12,881</b>

Sector support consultants represent professional and technical services we engage to directly support the sector.

Athlete service contractors, along with athlete service staff (note 4), represent a key part of the delivery for high performance athlete services.

Other professional and technical services are specialist advice and services engaged by the Group to assist with the delivery

of the Group's work programmes and priorities. These services include information technology, research, legal, strategic advice, benchmarking and frameworks advice.

Recovery investment portfolio consultants provide specialist advice and services related to the recovery investment portfolio.

### 6. Other operating costs

ACTUAL 2020 \$000		ACTUAL 2021 \$000
1,613	Travel	1,283
1,493	Marketing and communications	1,469
2,617	Sector training and programme resources	2,566
2,989	Other operating costs	3,240
<b>8,712</b>	<b>Total other operating costs</b>	<b>8,558</b>

Travel includes all costs related to transport and accommodation for international and domestic business travel.

Marketing and communications costs include campaigns, sponsorship, social media, website, and publications.

Sector training and programme resources include costs associated with developing sector resources, hosting and sector attendance at seminars, workshops and conferences.

## Notes to the Financial Statements: Continued

### 7. Cash and cash equivalents

ACTUAL 2020 \$000			ACTUAL 2021 \$000
2,247	Bank balances and cash held	AA-	1,023
<b>SHORT TERM TREASURY INVESTMENTS (deposits &lt; 90 days)</b>			
15	ANZ National Bank	AA-	-
	- Bank of New Zealand	AA-	10,000
	- Kiwibank	A1	10,000
6,000	Rabobank NZ	A	20,000
3,500	Westpac	AA-	10,300
<b>9,515</b>	<b>Total short term investments</b>		<b>50,300</b>
<b>11,762</b>	<b>Total cash and cash equivalents</b>		<b>51,323</b>

Cash and cash equivalents include cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.

While cash and cash equivalents at 30 June 2021 are subject to the expected credit loss requirements of PBE IFRS 9, no

loss allowance has been recognised because the estimated loss allowance for credit losses is trivial.

The credit ratings are all determined by the S&P Global credit agency, except for Kiwibank, which is rated by Moody's. S&P Global do not rate Kiwibank.

### 8. Trade and other receivables

ACTUAL 2020 \$000			ACTUAL 2021 \$000
20,600	New Zealand Lottery Grants Board		26,166
	- Trade receivables due from the Crown		1,682
223	Interest receivable		210
10,584	Other trade receivables		451
	- Goods and services tax		1,034
<b>31,407</b>	<b>Total trade and other receivables</b>		<b>29,543</b>

All significant trade and other receivables are current. No provision has been made for the impairment of receivables (2019/20: Nil).

All trade and other receivables are unrated.

Trade and other receivables are recorded at the amount due, less an allowance for credit losses. The Sport NZ Group applies the simplified expected credit loss model of recognising lifetime expected credit losses for receivables.

In measuring expected credit losses, trade and other receivables have been assessed on a collective basis as they possess shared credit risk characteristics.

Trade and other receivables are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include the debtor being in liquidation.

### 9. Investments

ACTUAL 2020 \$000			ACTUAL 2021 \$000
<b>INVESTMENTS (deposits &gt; 90 days)</b>			
6,786	ANZ	AA-	11,550
	- ASB Bank	AA-	10,000
	- Bank of New Zealand	AA-	5,000
	- ICBC (NZ)	A	10,000
5,000	Kiwibank	A1	15,000
4,500	Rabobank NZ	A	-
1,000	Westpac	AA-	10,000
<b>17,286</b>	<b>Total Investments</b>		<b>61,550</b>

Term deposits with an initial term of 90 days or more are measured at the amount invested. Interest is subsequently accrued and recorded as interest receivable (note 8).

The weighted average interest rate on treasury investments was 0.83% with an average maturity of 191 days (2019/20 2.65%).

A loss allowance for expected credit losses is recognised only if the estimated loss is not trivial. There was no impairment provision for treasury investments of 90 days or more at 30 June 2021.

Term deposits are financial assets forming part of financial instruments. Financial instrument risks are discussed more fully in note 23 to the financial statements.

The credit ratings are all determined by the S&P Global credit agency, except for Kiwibank, which is rated by Moody's. S&P Global do not rate Kiwibank.

## Notes to the Financial Statements: Continued

### 10. Property, plant and equipment

	LEASEHOLD IMPROVEMENTS \$000	PLANT AND EQUIPMENT \$000	FURNITURE AND FITTINGS \$000	COMPUTER EQUIPMENT \$000	TOTAL \$000
<b>COST</b>					
Balance at 1 July 2020	4,610	2,575	1,358	1,538	10,081
Additions	47	134	37	123	341
Disposals	-	(24)	-	(318)	(342)
<b>Balance at 30 June 2021</b>	<b>4,657</b>	<b>2,685</b>	<b>1,395</b>	<b>1,343</b>	<b>10,080</b>
<b>ACCUMULATED DEPRECIATION</b>					
Balance at 1 July 2020	2,356	2,178	806	1,236	6,576
Depreciation expense	476	167	115	197	955
Eliminated on disposal	-	(24)	-	(317)	(341)
<b>Balance at 30 June 2020</b>	<b>2,832</b>	<b>2,321</b>	<b>921</b>	<b>1,116</b>	<b>7,190</b>
<b>Carrying amount at 30 June 2021</b>	<b>1,825</b>	<b>364</b>	<b>474</b>	<b>227</b>	<b>2,890</b>
<b>COST</b>					
Balance at 1 July 2019	4,477	2,453	1,257	1,461	9,648
Additions	133	122	101	207	563
Disposals	-	-	-	(130)	(130)
<b>Balance at 30 June 2020</b>	<b>4,610</b>	<b>2,575</b>	<b>1,358</b>	<b>1,538</b>	<b>10,081</b>
<b>ACCUMULATED DEPRECIATION</b>					
Balance at 1 July 2019	1,895	1,969	691	1,115	5,670
Depreciation expense	461	209	115	250	1,035
Eliminated on disposal	-	-	-	(129)	(129)
<b>Balance at 30 June 2020</b>	<b>2,356</b>	<b>2,178</b>	<b>806</b>	<b>1,236</b>	<b>6,576</b>
<b>Carrying amount at 30 June 2020</b>	<b>2,254</b>	<b>397</b>	<b>552</b>	<b>302</b>	<b>3,505</b>

There are no restrictions over the title of the Group's property, plant and equipment nor any property, plant and equipment pledged as security for liabilities.

Property, plant and equipment are shown at cost less any accumulated depreciation and impairment losses.

The Group does not hold any cash-generating assets. Assets are considered cash-generating where their primary objective is to generate a commercial return.

#### Additions

The cost of an item of property, plant or equipment is recognised as an asset only when it is probable that future economic benefits or service potential associated with the item will flow to the Group and can be measured reliably.

Work in progress is recognised at cost less impairment and is not depreciated.

Costs incurred subsequent to initial recognition are capitalised only when it is probable that future economic benefits or service potential associated with the item will flow to the Group and can be measured reliably.

The costs of day-to-day servicing of property, plant and equipment are expensed when they are incurred.

#### Disposals

Gains and losses are determined by comparing the proceeds with the carrying amount of the asset. Gains and losses are reported net in the statement of comprehensive revenue and expense.

#### Depreciation

Depreciation is provided on a straight-line basis on all property, plant and equipment, at rates that will write off the cost of the assets to their estimated residual values over their useful lives.

The depreciation rates and useful lives associated with major classes of assets have been estimated as follows:

Leasehold improvements	2 to 10 years	(10-50%)
Plant and equipment	2 to 10 years	(10-50%)
Furniture and fittings	4 to 10 years	(10-25%)
Computer equipment	2 to 5 years	(20-50%)

Leasehold improvements are depreciated over the lesser of the unexpired period of the lease or the estimated remaining useful lives of the respective improvements.

The residual value and useful life of an asset is reviewed, and adjusted if applicable, at each balance date.

#### Impairment of property, plant and equipment

Property, plant and equipment are reviewed for impairment whenever events or changes in the circumstances indicate that the carrying amount might not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable services amount. The recoverable service amount is the higher of the asset's fair value, less costs to sell, and value in use.

Value in use is the present value of an asset's remaining service potential. It is determined using either a depreciated replacement cost approach, a restoration cost approach, or a services unit approach. The most appropriate approach used to measure value depends on the nature of the impairment and the availability of information.

If an asset's carrying value exceeds its recoverable service amount, the asset is regarded as impaired and the carrying amount is written down to the recoverable service amount.

Total impairment cost is recognised in the statement of comprehensive revenue and expense.

The reversal of impairment loss is also recognised in the statement of comprehensive revenue and expense.

### 11. Non-current assets held for sale

Non-current assets held for sale are assets with a carrying amount that will be recovered principally through a sale transaction rather than through continuing use. These assets are available for immediate sale and the sale is considered to be highly probable. Non-current assets held for sale are recognised at the lower of their carrying amount and fair value (market value) less costs to sell and are not depreciated or amortised while classified as held for sale. Any impairment losses for write-downs of non-current assets held for sale are recognised in the statement of comprehensive revenue and expense.

#### Apollo Projects Centre

During 2016/17, the Group reclassified the Apollo Projects Centre building to non-current assets held for sale on the expectation that it would be gifted to Christchurch City Council.

The COVID-19 pandemic has resulted in delays in gifting the Apollo Centre. It is now expected that the Group will gift the Apollo Projects Centre to a Community-based recreation provider early in 2022. The provider will be determined following a 'request for proposal' process managed by the Christchurch City Council. The carrying value of the Apollo Projects Centre is nil, reflecting that the asset has been fully depreciated.

## Notes to the Financial Statements: Continued

### 12. Intangible assets

INTERNALLY GENERATED 2020 \$000	ACQUIRED SOFTWARE 2020 \$000	TOTAL 2020 \$000		INTERNALLY GENERATED 2021 \$000	ACQUIRED SOFTWARE 2021 \$000	TOTAL 2021 \$000
<b>COST</b>						
2,371	2,573	4,944	Opening balance at 1 July	2,644	2,658	5,302
289	120	409	Additions	452	91	543
(16)	16	-	Reclassification	-	-	-
-	(51)	(51)	Disposals	(625)	(45)	(670)
<b>2,644</b>	<b>2,658</b>	<b>5,302</b>	<b>Closing balance at 30 June</b>	<b>2,471</b>	<b>2,704</b>	<b>5,175</b>
<b>ACCUMULATED AMORTISATION</b>						
1,879	2,013	3,892	Opening balance at 1 July	2,078	2,197	4,275
199	235	434	Amortisation expense	217	202	419
-	(51)	(51)	Eliminated on disposal	(621)	(45)	(666)
<b>2,078</b>	<b>2,197</b>	<b>4,275</b>	<b>Closing balance</b>	<b>1,674</b>	<b>2,354</b>	<b>4,028</b>
<b>566</b>	<b>461</b>	<b>1,027</b>	<b>Carrying Amount at 30 June</b>	<b>797</b>	<b>350</b>	<b>1,147</b>

There are no restrictions over the title of the Group's intangible assets, nor are any intangible assets pledged as security for liabilities.

Computer software licenses longer than 12 months are capitalised on the basis of the costs incurred to acquire and make the specific software available for use.

Costs directly associated with the development of software for internal use by the Group are recognised as an intangible asset. Costs associated with the development and maintenance of the Group's websites are recognised as an expense when incurred.

The carrying value of an intangible asset with a finite life is amortised on a straight-line basis over its useful life.

The useful lives and associated amortisation rates of major classes of intangible assets have been estimated as follows:

Acquired software	2 to 3 years	(33-50%)
Internally generated software	3 to 5 years	(20-33%)

#### Impairment of intangible assets

Refer to the policy for the impairment of property, plant and equipment in Note 10. The same approach applies to the impairment of intangible assets.

### 13. Loans

ACTUAL 2020 ADJUSTED \$000		ACTUAL 2021 \$000
1,300	Loan drawn down	1,300
(871)	Fair value adjustment on initial recognition	(871)
(175)	Prior year loan repayment	(175)
(254)	Cumulative fair value movement from prior years	(254)
	<b>- Loan balance at 30 June</b>	<b>-</b>

Loans are initially recognised at fair value plus transaction costs and subsequently measured at amortised cost using the effective interest rate method. Fair value is estimated as the present value of future cash flows, discounted at the market rate of interest at the reporting date for assets of a similar maturity and credit risk. Movements in fair value, including those arising from impairment, are recognised in the Statement of Comprehensive Revenue and Expense.

Loans are unrated financial assets forming part of financial instruments. Financial instrument risks are discussed more fully in Note 23.

#### Judgements in applying accounting policies

##### Fair value of loans

At each balance date, the fair value of loans is determined based on the discounted cash flows of the expected repayments for each loan. In exercising its judgement with respect to determining both the expected future cash flows and the appropriate discount rate to apply to each loan, the Group takes into account the repayment term, currently prevailing interest rates, and any risk to achieving full recovery of the loan amount.

The Group has one loan on issue, \$1.3 million to part-fund Rowing New Zealand's loss incurred following the 2010 Rowing World Championships held at Lake Karapiro.

#### Rowing New Zealand

The loan to Rowing New Zealand was part funded by the Ministry of Business, Innovation and Employment (MBIE). The Group has a conditional obligation to MBIE for loan repayments received from Rowing New Zealand.

As a result of forecast negative cash flows received from Rowing New Zealand this loan was assessed as being irrecoverable at 30 June 2019 and the loan was written down to Nil, reflecting the fair value movement of the expected future repayments. This assessment remains unchanged at 30 June 2021 with Rowing New Zealand continuing to forecast negative cash flows in out years.

Rowing New Zealand has not been required to make a loan repayment under the agreed calculation formula since 2015/16.

## Notes to the Financial Statements: Continued

### 14. Trade and other payables

ACTUAL 2020 \$000		ACTUAL 2021 \$000
<b>PAYABLES UNDER EXCHANGE TRANSACTIONS</b>		
869	Creditors	1,453
474	Accrued expenses	1,677
<b>1,343</b>	<b>Total payables under exchange transactions</b>	<b>3,130</b>
<b>PAYABLES UNDER NON-EXCHANGE TRANSACTIONS</b>		
635	Goods and services tax	-
248	Other taxes payable (PAYE, ACC and rates)	279
4,602	Investment accruals	5,189
<b>5,485</b>	<b>Total payables under non-exchange transactions</b>	<b>5,468</b>
<b>6,828</b>	<b>Total payables</b>	<b>8,598</b>

Trade and other payables are non-interest bearing and are normally settled on 30-day terms. The carrying value of trade and other payables therefore approximates their fair value.

### 15. Revenue received in advance

ACTUAL 2020 \$000		ACTUAL 2021 \$000
1,012	Lease incentive payment	901
30	Sundry revenue	63
<b>1,042</b>	<b>Total revenue received in advance</b>	<b>964</b>

An operating lease is a lease that does not transfer substantially all the risks and rewards incidental to ownership of an asset to the lessee. Lease payments under an operating lease are recognised as an expense on a straight-line basis over the lease term. Lease incentives received are recognised in the surplus or deficit over the lease term.

In 2014/15 Sport NZ received a lease incentive payment of \$388,608 toward the fit-out of a new Auckland premise, which acts as a hub, housing a number of sports organisations. In 2015/16 Sport NZ leased additional space in this premise resulting in a further lease incentive payment of \$158,659.

On 18 May 2018 Sport NZ moved into new premises in Wellington. The ten-year lease period commenced on 8 December 2018

when the landlord met their obligations under the Agreement to Lease. At this point a ten-month rent-free period was triggered. In addition, the landlord granted Sport NZ an Early Occupation Licence for the period commencing on the Early Occupation Date (18 May 2018) until the Commencement Date (8 December 2018). Sport NZ was not required to pay rent or outgoings during this period. The rent-free period is being treated as a lease incentive to be spread over the term of the lease. The gross value of this incentive is \$827,210.

These lease incentive payments are recognised as revenue received in advance and are being amortised over the expected term of the lease as a reduction of rental expense.

### 16. Employee entitlements

ACTUAL 2020 \$000		ACTUAL 2021 \$000
1,763	Annual leave provision	1,584
10	Sick leave provision	48
651	Remuneration accrued	386
18	Long service leave provision	11
<b>2,442</b>	<b>Total employee entitlements</b>	<b>2,029</b>

Employee entitlements that are due to be settled within 12 months after the end of the year in which the employee provides the related service are measured at undiscounted nominal values based on accrued entitlements at current rates of pay.

These include annual leave earned but not taken at balance date, sick leave, salaries and wages accrued up to balance date, and long service leave.

The Group recognises a liability and an expense for bonuses it is contractually obliged to pay, or where a past practice has created a constructive obligation and a reliable estimate of the obligation can be made.

## Notes to the Financial Statements: Continued

### 17. Provisions

ACTUAL 2020 \$000		ACTUAL 2021 \$000
	<b>NON CURRENT PROVISIONS</b>	
18	Make good provision	18
<b>18</b>	<b>Total Non-Current Provisions</b>	<b>18</b>
<b>18</b>	<b>Total provisions</b>	<b>18</b>

A provision is recognised for future expenditure of uncertain amount or timing when:

- there is a present obligation (either legal or constructive) as a result of a past event;
- it is probable that an outflow of future economic benefits or service potential will be required to settle the obligation; and
- the amount of the obligation can be reliably estimated.

Provisions are measured at the present value of the expenditure expected to be required to settle the obligation using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the obligation.

#### Loan

The Group has a constructive obligation for half of the MBIE funded loan to Rowing New Zealand. At 30 June 2019 the Rowing New Zealand loan was assessed as being irrecoverable and the provision in respect of this loan was written down to NIL. This assessment remains unchanged at 30 June 2021.

#### Make good

The Group has lease make good obligations of \$18,000 at one of its premises (2019/20: \$18,000). At the expiry of the lease term the Group is required to make good any damage caused to the premises and to remove any fixtures and fittings that have been installed by the Group since the lease commenced. The Group has the option to renew the lease, which affects the timing of expected cash outflows to make good the premises.

The Group has assumed lease expiry dates in accordance with those reported in note 19.

### 18. Contingencies

The Group has a contingent liability relating to the Apollo Projects Centre. The group expects to gift the Apollo Projects Centre to a Community-based recreation provider, as described in note 11. If the 'request for proposal' process is unsuccessful, the Sport NZ Group will be liable for demolishing or deconstructing the Centre and restoring the site.

The costs are estimated as follows:

	2021	2020
Permanent demolition and making good the site	\$375,000 - \$412,500	Nil
Deconstruction	\$525,000 - \$562,500	Nil

The Group has no contingent assets as at 30 June 2021 (2019/20: Nil).

### 19. Capital commitments and operating leases

The Group has no contracted capital commitments for the acquisition or development of property, plant, equipment or intangible assets as at 30 June 2021 (2019/20: Nil). The future aggregate minimum lease payments to be paid under non-cancellable operating leases are as follows.

ACTUAL 2020 \$000		ACTUAL 2021 \$000
	<b>NON-CANCELLABLE OPERATING LEASE COMMITMENTS</b>	
2,338	Less than one year	2,321
7,008	One to five years	5,719
3,255	Over 5 years	2,299
<b>12,601</b>	<b>Total non-cancellable operating lease commitments</b>	<b>10,339</b>

Non-cancellable operating lease commitments include:

- lease of premises, \$10.274m (2019/20: \$12.665m)
- lease of vehicles, \$0.065m (2019/20: \$0.194m)

The Group has entered into five major non-cancellable operating leases, all relating to leased premises, as follows:

Location	Expiry date	Total future minimum lease payments
North Shore	26/02/2024	\$594,861
Dunedin	30/06/2022	\$329,897
Auckland	30/04/2024	\$1,707,464
Wellington	31/01/2029	\$5,225,627
Cambridge	15/03/2029	\$1,982,025

On 18 May 2018 Sport NZ moved into new premises in Wellington. The ten-year lease period commenced on 8 December 2018 when the landlord met their obligations under the Agreement to Lease. At this point a ten-month rent-free period was triggered.

Sport NZ has sub-leased part of its Wellington office space and has future commitments to receive \$534,044 from sub-tenants beyond the balance date (2019/20: \$527,783).

Sport NZ leases office space in Auckland, which acts as a hub for sports organisations. At 30 June 2021 the Group had subleased part of this space and had future commitments to receive \$913,994 from sub-tenants beyond balance date (2019/20: \$1,163,471).

## Notes to the Financial Statements: Continued

### 20. Related party transactions

Sport NZ is a wholly-owned entity of the Crown.

Related party disclosures have not been made for transactions with related parties that are within a normal supplier or client/recipient relationship on terms and conditions no more or less favourable than those that it is reasonable to expect Sport NZ would have adopted in dealing with the party at arm's length in the same circumstances. Further, transactions with other government agencies (for example, government departments and Crown entities) are not disclosed as related party transactions when they are consistent with the normal operating arrangements between government agencies and undertaken on the normal terms and conditions for such transactions.

No related party transactions by Ministers (or their close family members) have been identified.

With the exception of Board Member Remuneration (note 21), no other related party transactions have occurred that are required to be disclosed.

#### Key management personnel compensation

ACTUAL 2020 \$000	ACTUAL 2021 \$000
<b>BOARD MEMBERS</b>	
217 Remuneration	262
1.59 Full time equivalent personnel	1.71
<b>SENIOR LEADERSHIP TEAM</b>	
3,125 Salaries and other short-term employee benefits	2,956
11.02 Full time equivalent personnel	10.42
<b>3,342 Total key management personnel compensation</b>	<b>3,218</b>

Key management personnel include members of the Sport NZ and HPSNZ Boards, the chief executives of both Sport NZ and HPSNZ, and the general managers from both organisations.

Board members represent 1.71 full-time equivalent personnel (2019/20: 1.59). This has been determined based on the expectations of the Minister for Sport and Recreation in 2007 that each Board member would be remunerated based on a maximum of 25 days.

### 21. Board member remuneration

The total value of remuneration paid to Board members for the year ended 30 June 2021 is as follows:

ACTUAL 2020 \$000	SPORT NZ BOARD	APPOINTED	TERM ENDS	ACTUAL 2021 \$000
	31 Bill Moran (Chair)	September 2016	July 2024	30
	16 Raewyn Lovett	July 2018	June 2024	15
	16 Dr Farah Palmer	July 2018	June 2024	16
	7 Beatrice Faumuina	December 2019	November 2022	16
	16 Jason Shoebridge	January 2017	July 2021	14
	15 Hilary Poole	July 2017	July 2021	15
	16 Kylie Clegg	July 2017	July 2021	15
	15 Rowan Simpson	July 2018	October 2021	15
	2 Darrin Sykes	August 2013	June 2020	-
<b>134</b>				<b>136</b>
ACTUAL 2020 \$000	HPSNZ BOARD	APPOINTED	TERM ENDS	ACTUAL 2021 \$000
	14 Bill Moran (Chair)	January 2017	June 2024	19
	10 Alison Shanks	July 2015	December 2021	13
	10 Ian Hunt	July 2015	December 2021	13
	10 Kylie Clegg	January 2018	July 2021	10
	10 Hilary Poole	January 2017	June 2021	10
	10 Chelsea Grootveld	February 2019	January 2022	12
	- Hetty Van Hale	July 2020	July 2023	13
	- Rowan Simpson	July 2020	July 2023	11
	- Annette Purvis	July 2020	July 2023	12
	- Martin Toomey	January 2021	January 2024	6
	10 Waimarama Taumaunu	July 2017	December 2020	7
	9 Anthony Hall	January 2018	June 2020	-
<b>83</b>				<b>126</b>
<b>217</b>	<b>Total Board Members' Remuneration</b>			<b>262</b>

## Notes to the Financial Statements: Continued

### Board member remuneration continued

Payments totaling \$384,128 (2019/20: \$186,854) were made to Martin Jenkins Limited, of which Hilary Poole is a director, in relation to consulting services provided to Sport NZ.

Payments totaling \$87,857 (2019/20: \$29,796) were made to Duncan Cotterill, of which Raewyn Lovett is a partner, in relation to consulting services provided to Sport NZ.

All transactions with Board members were on normal commercial terms and at arm's length.

The Group has provided Directors and Officers Liability and Professional Indemnity insurance cover for Board members and employees for the year ended 30 June 2021.

#### Recovery Investment Advisory Committee

There were two members of the Recovery Investment Advisory Committee who were not board members, they were:

- Duane Kale, who received payments totaling \$8,663 in his capacity as independent advisor to the Investment Advisory Committee. Duane Kale was appointed as a director on the Sport NZ board in August 2021; and
- Jennifer Gill, who received payments totaling \$4,437 (2019/20: \$3,857) in her capacity as independent advisor to the Investment Advisory Committee.

### 22. Employee remuneration

The number of employees who received, or who are due to receive, remuneration of \$100,000 or more during the year ended 30 June 2021 are provided, within \$10,000 bands, in the table below.

	ACTUAL 2020	ACTUAL 2021
	2	-
	-	1 (1)
	-	1
	1	-
	1	3 (2)
	-	2 (2)
	1 (1)	-
	1	2
	1	1
	4 (1)	1
	2	2
	2	4
	5	5 (1)
	8	9
	14	13 (1)
	15	16
	16 (1)	11 (1)
	16	23
	17	17 (2)
	13	21 (3)
	<b>119 (3)</b>	<b>132 (13)</b>

The above table includes those employees who ceased employment during the periods reported. For the year ended 30 June 2021, 13 employees who ceased employment during the period had received remuneration of greater than \$100,000, as indicated in brackets (2019/20: 3).

The Sport NZ Chief Executive ceased employment in December 2020, with a newly appointed Chief Executive beginning in the same month. The HPSNZ Chief Executive ceased employment in April 2021, with the Sport NZ Chief Executive stepping into an acting role. No new appointment will be made until a governance and structural review of Sport NZ and HPSNZ has been completed in the 2021/22 financial year.

The former Sport NZ and HPSNZ chief executives' salaries were within the band range \$360,001 to \$370,000 (2019/20: \$390,001 to \$400,000) and \$220,001 to \$230,000 (2019/20: \$390,001 to \$400,000) respectively. The new Sport NZ chief executive's salary is within the band range \$200,001 to \$210,000.

During the year ended 30 June 2021, there were 3 employees (2019/20: 3 employees) who received, or were entitled to receive, \$76,693 compensation or other benefits in relation to cessation of employment (2019/20: \$136,482).

The Group did not have a general pay increase in the 2020/21 financial year (2019/20: 2.0%) but pay equity increases amounting to \$151,870 were awarded.

## Notes to the Financial Statements: Continued

### 23. Financial instruments

#### Financial instrument categories

The carrying amounts of financial assets and liabilities in each of the financial instrument categories are as follows:

ACTUAL 2020 \$000		ACTUAL 2021 \$000
	<i>Financial liabilities measured at amortised cost</i>	
5,945	Payables (excluding GST and other taxes payable)	8,319
<b>5,945</b>	<b>Total financial liabilities measured at amortised cost</b>	<b>8,319</b>
	<i>Financial liabilities measured at amortised cost</i>	
11,762	Cash and cash equivalents	51,323
10,807	Receivables	661
17,286	Investments – term deposits	61,550
-	Loans	-
<b>39,855</b>	<b>Total financial assets measured amortised cost</b>	<b>113,534</b>

#### Fair value

The fair value of the Group's financial assets and liabilities within each category are equivalent to their carrying amounts and are disclosed separately in the Statement of Financial Position. The Group's financial assets and liabilities have not been disclosed by fair value hierarchy due to their nature and the materiality of this disclosure.

Except for the loan to Rowing New Zealand, which has been written down to reflect the fair value movement of the future repayments, the fair value of all financial instruments has been determined in accordance with level 1 of the fair value hierarchy.

The Group's financial liabilities are all non-interest-bearing trade and other payables that are normally settled on 30-day terms.

#### Financial instrument risks

The Group's activities expose it to a variety of financial instrument risks, including market, credit and liquidity risk. The Group has a series of policies to manage the risks associated with financial instruments and seeks to minimise exposure from financial instruments. These policies prohibit entering into speculative transactions.

#### Fair value interest rate risk

Interest rate risk is the risk that the fair value of a financial instrument will fluctuate, or the cash flows from a financial instrument will fluctuate, owing to changes in market interest rates.

The Group's exposure to interest rate risk is limited to bank deposits that are held at fixed rates of interest. The Group does not actively manage its exposure to fair value interest rate risk.

#### Currency risk

Currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. The Group has no material exposure to currency risk.

#### Price risk

Price risk is the risk that the value of a financial instrument will fluctuate as a result of changes in market prices. The Group is not exposed to price risk as it does not hold any listed equity investments.

#### Credit risk

Credit risk is the risk that a third party will default on its obligation to the Group, causing the Group to incur a loss.

Due to the timing of its cash inflows and outflows, the Group invests surplus cash with registered banks. In line with the Group's investment policy, funds may only be deposited with registered banks having an A- (Standard and Poor's) or better credit rating and within limits of credit exposure to any one institution.

The single most significant receivable carried at balance date is for NZLGB revenue. This receivable comprises the fourth quarter instalment and the final wash-up payment for the financial year, received each year in July and October respectively. These are guaranteed amounts and are therefore low risk. The Group does not have significant concentrations of credit risk for any other financial instruments.

Where necessary, the impairment of short-term receivables is determined by applying the expected credit loss model.

The Group's maximum credit exposure for each class of financial instrument is represented by the total carrying amount of cash and cash equivalents and net receivables, as detailed in notes 7 and 8 respectively. There is no collateral held as security against these financial instruments, including those instruments that are overdue or impaired.

#### Liquidity risk

Liquidity risk is the risk that the Group will encounter difficulty raising liquid funds to meet commitments as they fall due.

In meeting its liquidity requirements, the Group closely monitors its forecast cash requirements with expected cash drawdowns from the Crown and NZLGB. The Group maintains cash on hand to meet liquidity requirements.

### 24. Capital management

The Group's capital is its equity, which comprises accumulated funds and other reserves. Equity is represented by net assets.

The Group is subject to the financial management and accountability provisions of the Crown Entities Act 2004, which impose restrictions in relation to borrowings, acquisition of securities, issuing guarantees and indemnities and the use of derivatives.

The Sport NZ Board has set a minimum level of public equity at \$11.5m (2019/20: \$11.5m) to manage the Group's cashflow profile and unforeseen fluctuations in NZLGB revenue.

## Notes to the Financial Statements: Continued

### 25. Explanation of major variance against budget

#### Statement of comprehensive revenue and expense

##### Revenue

###### *Crown funding*

Recovery crown funding was \$27.807m lower than budget. The COVID-19 recovery package is released on joint ministerial approval but was budgeted using estimated receipt dates based on original Treasury allocations. The \$27.807m has been transferred to out-year Crown funding.

###### *New Zealand Lottery Grants Board*

Higher than expected LottoNZ profits has resulted in an additional \$18.168m for Sport NZ. This increase reflects the shift to more profitable online gambling.

##### Interest received

Interest received is higher than budget due to higher-than-expected bank balances, but lower than the prior year due to lower average interest rates.

##### Sector investments

###### *Recovery investment portfolio*

Recovery investment expenditure was originally budgeted to match expected Recovery Crown funding. As the programmes and projects that comprise the Recovery Investment Portfolio are developed and receive joint ministerial approval, the funding is released. \$117.193m of recovery funding was received during the 2020-2021 financial year. \$63.300m of this was not paid out by 30 June.

These funds are carried forward into out-years including:

• Alert level contingency	\$23.454m
• National partners strengthen and adapt	\$17.618m
• National partner support	\$8.143m
• World Cup accessible facilities	\$5.556m
• Individual financial hardship	\$2.148m
• Kaupapa Māori Plan	\$1.483m

This, together with the transfer of \$27.807m of Crown funding to out-years (2022/23 and 2023/24), are the most notable contributors to this variance.

###### *COVID-19 relief package*

\$6.264m in COVID-19 Relief funding was budgeted in the prior year but spent in 2020/21.

##### Operating expenditure

Operating expenditure of \$53.902m is \$4.301m (7%) below budget and \$3.023m (6%) more than 2019/20. The lower-than-budgeted operational expenditure relates largely to delays in planned projects, principally caused by COVID-19 impacts of further Auckland lockdowns and the reprioritisation of resources in favour of supporting the sector recovery. Professional and technical services cost are \$3.590m higher than 2019/20 largely due an increased requirement for resources and expertise to roll out the recovery investment portfolio initiatives.

#### Statement of financial position

##### Assets

Trade and other receivables were \$14.831m more than expected and \$1.864m less than 2019/20. This is due to higher Lotto revenue in 2020/21 and \$1.682m in revenue from the betting level repeal due from TAB New Zealand.

Cash and cash equivalents are \$39,561 million more than 2019/20 and Investments are \$44.264 million more than 2019/20. This is due to the recovery package funding being received ahead of spending when initiatives are approved by the Minister for Sport and Recreation.

##### Liabilities

Total current liabilities of \$11.591m are \$1.508m more than budget. This is largely due to \$1.571m in national sport organisation (NSO) funding being paid out in early April 2020 rather than July 2020 as contracted. This payment to NSOs was made early to provide immediate cashflow relief against the impact of COVID-19. This resulted in a lower investments accrual in 2019/20. In 2020/21 NSO funding was included in the sector investments accrual.

### 26. Events after balance sheet date

There were no significant events after balance date requiring either adjustment to the financial statements or further disclosure in the accompanying notes.

### 26. Impact of COVID-19

During August and September 2020 and February and March 2021, the Auckland region moved into Alert Levels 3 and 2 and other parts of the country moved into Alert Level 2. Towards the end of June 2021, the Wellington region moved into Alert Level 2 for one week.

##### Impact on operations

The Group has an office in Auckland, so this meant that its Auckland staff worked from home when the Auckland region was at Alert Level 3. The Group was still able to carry out most its services.

# Appendix 1

## Interests of Board and Key Management Personnel

Conflicts of interest are both defined and managed in accordance with relevant policies. The Sport NZ Group maintains Interests Registers for members of the Sport NZ and HPSNZ Boards and staff. Board members and Sport NZ and HPSNZ Senior Leadership Team members are not part of decision making processes where the Group has entered into transactions with organisations in which they have disclosed interests.

Disclosed interests are listed here for current Board members and key management personnel, and those who were Board members in 2019/20.

NAME/POSITION	ORGANISATION	POSITION
<b>Raelene Castle</b> Sport NZ Group CEO and ex-officio Board member	N/A	No interests to declare
<b>Kylie Clegg</b> Board Member Sport NZ and HPSNZ	Auckland Transport	Director
	Hockey New Zealand	Member of Board appointments panel
	Waitematā District Health Board	Deputy Chair
	Well Foundation	Trustee (ex-officio member)
<b>Dr Chelsea Grootveld</b> Board Member HPSNZ	Aiko Consultants Limited	Director
	Core Education	Director
	JR McKenzie Trust	Trustee
	Kairangi Trust	Trustee
	Brown Whānau Trust	Trustee
<b>Beatrice Faumuina</b> Board Member Sport NZ	WISPA Steering Committee	Member
	2021 RWC Wahine Toa	Ambassador
<b>Ian Hunt</b> Board Member HPSNZ	Court of Arbitration for Sport	Arbitrator
	FIA Anti-Doping Committee	Member
	FINA Legal Ad hoc Committee	Member
	International Panel, Sport Resolutions	Member
	World Athletics Disciplinary Tribunal	Member
<b>Raewyn Lovett</b> Board Member Sport NZ	Young Hunter Lawyers (provides legal advice to individual athletes and national and local sports organisations)	Partner
	CHT Healthcare	Trustee
	International Working Group on Women and Sport (IWG)	Co-Chair
	Football NZ Executive Committee	Business partner is on committee
	Duncan Cotterill (provides legal services to Sport NZ, Surf Lifesaving NZ, and Hockey New Zealand. Board Member Bruce Cotterill is Chair of Swimming NZ)	Partner
	Dunedin Venues Management Limited	Chair
	Onelaw Limited	Shareholder
WISPA	Board appointments panel	

NAME/POSITION	ORGANISATION	POSITION
<b>Bill Moran</b> Chair Sport NZ and HPSNZ	Aspen Institute NZ	Trustee
	Chamber Music at the World's Edge Festival	Chair
	Invest South	Director
	Community Trust South	Deputy Chair
	McGuinness Institute	Patron
	New Zealand Dementia Prevention Trust	Trustee
	New Zealand Football Foundation	Trustee
	Olive Leaf Centre	Trustee
	Parliamentary Education Charitable Trust	Trustee
	Pioneer Energy	Director
	Play It Strange Trust	Advisory Trustee
	Queenstown Lakes District Council, Finance, Audit and Risk Committee	Independent Member
	Queenstown Community Hub	Trustee
	School of Government, Victoria University of Wellington	Advisory Trustee
	Southern Generation	Director
	Sky City Charitable Trust Queenstown	Trustee
	Three Lakes Cultural Trust	Trustee
	WorkSafe NZ	Director
	Turn Up the Music Trust	Chair
Youthtown	Trustee	
Youthtown Foundation	Trustee	
<b>Dr Farah Palmer</b> Board Member Sport NZ	Aho ki Rangī Trust	Member
	Kind Hearts Movement	Ambassador
	Massey University – Massey Business School	Associate Dean – Māori Senior Lecturer
	New Zealand Māori Rugby Board	Chair
	New Zealand Rugby	Director
	New Zealand Women in Leadership	Steering Committee Member
	Rugby World Cup (2021 Organising Committee)	Member
	Sport@Massey Steering Committee	Member
	Tania Dalton Foundation	Member
	<b>Hilary Poole</b> Board Member Sport NZ and HPSNZ	Hockey New Zealand
Hockey New Zealand		Member of Board appointments panel
Play it Strange Trust		Independent Director / Chair
Snow Sports New Zealand		Member of Board of Trustees
<b>Annette Purvis</b> Board Member HPSNZ (NZOC Representative)	Ngā Puna Wai Sports Hub	Trustee
	World Athletics Gender Leadership Taskforce	Member
	World Athletics Development Commission	Member
	Women in Sport Leadership Academy Steering group	Member
	Canterbury Sports Development Academy	Trustee
	NZOC Board	Member

NAME/POSITION	ORGANISATION	POSITION
<b>Alison Shanks</b> Board Member HPSNZ	Cycling New Zealand	Husband employed by Cycling NZ
	Commonwealth Games Athletes Advisory Commission	Member, Oceania Representative
	My First Gym NZ	Master Franchisor
	New Zealand Olympic Committee (NZOC)	Ambassador
	New Zealand Olympic Committee (NZOC) Athletes Commission	Member
	Toro Mai Trust	Trustee
<b>Jason Shoebridge</b> Board Member Sport NZ	Colmar Brunton Research Limited	CEO of parent company
	Focus Research Limited	Director
	Kantar Insight New Zealand	CEO
	Milward Brown NZ Limited	Director
	NeedScope International Limited	Director
	NFO WorldGroup Holdings Limited	Director
	Research International Limited	Director
	Rosmini College Board of Trustees	Trustee
	TNS New Zealand Limited	Director
<b>Rowan Simpson</b> Board Member Sport NZ	BlackGold	
	H6 Limited	
	Hoku Foundation	Trustee
	Hoku Group Trustee Ltd	Director
	Hoku Group Limited	Director
	N7 Limited	Director
	P8 Limited	Director
	Electric Fence Limited	Director
	Timely Limited	Director
	Unicorn Farm Limited	Director
	Utiku Limited	Director
	Winter Games NZ Trust	Trustee
	W5 Limited	Director

NAME/POSITION	ORGANISATION	POSITION
<b>Waimarama Taumaunu</b> Board Member HPSNZ <i>Term ended 31 December 2020</i>	International Netball Federation	Rules Advisory Panel
	KidsCan Charitable Trust	Board Member
	Netball Central Zone	High Performance Director (permanent, part time)
	Netball New Zealand	Contractor (part time)
	NZ Community Trust	Wellington Regional Advisory Committee member
	New Zealand Olympic Committee (NZOC)	Māori Advisory Board
	New Zealand Parole Board	Member
	Māori Advisory Group, MCH (2017-2020)	Member
<b>Martin Toomey</b> Board Member HPSNZ	Beijing 2022 Olympic Winter Games	Chef de Mission
	Mount Aspiring College Board of Trustees	Deputy Chair
	Movewell Health and Fitness	Director
	Performance Plus Aotearoa Limited	Director
	Skeggs Foundation	Trustee
	Ski Areas Association of New Zealand	Chair
<b>Hetty Van Hale</b> Board Member HPSNZ	Winter Games NZ	Chief Executive
	Winter Games New Zealand Trust	Deputy Chair
	Central Lakes Trust	Deputy Chair
	Sky City Queenstown Community Trust	Trustee
	Three Lakes Cultural Trust	Deputy Chair

## Appendix 2

### Glossary

Active NZ	A survey commissioned by Sport NZ to understand participation in play, active recreation and sport in New Zealand.
Active Recreation	<p>'Active recreation' is a subset of physical activity (see definition below) and is the term we use to describe 'generally non-competitive physical activities for the purpose of wellbeing and enjoyment'.</p> <p>It includes activities that:</p> <ul style="list-style-type: none"> <li>• occur in built, landscaped and natural environments (including outdoor recreation, fitness/ exercise, community recreation, aquatics, informal activity and play)</li> <li>• are undertaken both by individuals and by groups</li> <li>• occur both with and without the active involvement of a 'provider' group or organisation (i.e., independently)</li> </ul> <p>It is likely undertaken as 'informal activity' with people choosing to be active when they want, with whom they want, and at a time and for a duration that best suits them.</p>
Balance is Better	A Sport NZ programme to support organisations making changes to ensure they put the needs of participants and athletes first. Specifically, it supports targeted partners who are tackling change to ingrained competition formats, tournaments, selection processes in their sport focusing on the youth sport area (aged 11-18).
Carded athlete	Carding is a way of identifying which athletes are eligible for High Performance Sport NZ support.
Club experience survey	See the Voice of the Participant survey.
Coach Developer	Just as coaches work with and develop athletes, coach developers are the people who develop coaches. Coach developers often work for NSOs and Regional Sport Organisations.
Community Sport Strategy	<p>Sport NZ's strategy for the period 2015-20, which focused on young people and building system capability to provide quality experiences and increase participation.</p> <p>Community sport includes play (age and stage appropriate development opportunities for young people), active recreation, and competitive sport taking place through schools, clubs and events at a local, regional and national level. It does not include high performance sport or passive recreation such as gardening.</p>
Community Sport approaches or Three Approaches	<p>The three approaches are intended to provide a way of thinking and working to support the community sport system develop quality opportunities, support and experiences. The three approaches are:</p> <ul style="list-style-type: none"> <li>• Insights Approach</li> <li>• Locally Led Approach</li> <li>• Physical Literacy Approach</li> </ul> <p>For more information: <a href="https://sportnz.org.nz/resources/three-approaches/">https://sportnz.org.nz/resources/three-approaches/</a></p>
Every Body Active	Sport NZ's vision under the Towards 2032: Strategic Direction.
Healthy Active Learning	A joint initiative between Sport NZ and the Ministries of Health and Education to improve the wellbeing of children and young people through healthy eating and drinking, and quality physical activity, with a particular focus on decile 1-4 schools/kura.
He Oranga Poutama	<p>He Oranga Poutama promotes the development and implementation of active recreation and sport in a way that is culturally appropriate to Māori.</p> <p>The focus on participation as Māori is guided by Te Whetu Rehūa framework.</p>
High Performance Sport	Sport at the highest level of competition, with high performance athletes as the competitors. High Performance Sport New Zealand (HPSNZ) leads the high performance system in New Zealand, targeting investment and support to the athletes, teams and sports capable of winning medals on the world stage – especially at the Olympics.
Kiwisport	A predecessor to Healthy Active Learning. It was a government-funded initiative managed by Sport NZ with the aim of getting more school-age children (aged 5-18) participating in competitive sport.
Locally led approach	One of Sport NZ's three Community Sport approaches, which empowers local communities to make decisions and take action to improve their lives and communities.

Long-list athlete	A New Zealand Olympic Committee and Paralympics New Zealand term. Up to 12 months prior to the Olympic and Paralympic Games, athletes are nominated for the long-list, indicating they could be considered for selection. This allows the nominated athletes to participate in required anti-doping testing and receive performance support if eligible.
Low participating communities	Communities where participation in sport and active recreation is below average.
National Recreational Organisation (NRO)	There are a significant number of national recreation organisations (NROs) involved in delivering active recreation opportunities to New Zealanders. Sport NZ invests in eight NROs as active recreation partners. Our most significant active recreation partner is Recreation Aotearoa.
National Sport Organisation (NSO)	The peak body for a sport in New Zealand e.g., Basketball New Zealand.
Outcomes Framework	Both Sport NZ and HPSNZ have developed outcomes frameworks to show how they are contributing to the Government's wellbeing objectives. Developed to support each organisation's 2032 strategic direction, the frameworks outline the current, intermediate and long-term outcomes Sport NZ and HPSNZ are seeking and shows the contributions play, active recreation and sport – both community and high performance – make to the wellbeing of all New Zealanders.
Participant	A person who participates in a play, active recreation and sport opportunity as a player, but not a coach, referee or administrator.
Partners	The Sport NZ Group works closely with and, in some cases, invests in organisations across the play, active recreation and sport sector, such as disability sport and recreation organisations, iwi who promote Māori participation in physical activity, local and regional councils, National Education Organisations, National Recreation Organisations, National Sport Organisations, New Zealand Olympic Committee, Paralympics New Zealand, Regional Sports Trusts, Women in Sport Aotearoa. See here for a full list of Sport NZ's partnerships investment: <a href="https://sportnz.org.nz/media/3737/partnership-investment-for-website-1.pdf">https://sportnz.org.nz/media/3737/partnership-investment-for-website-1.pdf</a>
Partner Confidence Survey	Sport NZ's annual survey to gather feedback from partners regarding Sport NZ's support to them.
Partner reporting	Annual partner reporting is completed at the end of each financial year, and consists of written reports and some face-to-face meetings, in which investment partners provide details of all investment initiatives undertaken during the year and their outcomes. Partner reporting shows what activities were completed, how well they were completed, what impact they had on the targeted audience/s and what was learnt from the experience. The reporting provides Sport NZ with the ability to assess the extent to which an initiative is embedded in an organisation.
Performance Enhancement Grants (PEGs)	High performance sport grants to provide athletes and teams with direct financial support to enable them to commit to longer periods of training and competition. There are five categories of PEGs that may be granted: Olympic Individual, Olympic Team, Non-Olympic Individual, Non-Olympic Team and Emerging Talent.
Performance Pathways	A framework that describes the progression, transition and performance stages of athletes and coaches throughout the high performance system.
Performance Support	All sports science, medicine and expertise delivered to athletes, coaches and NSOs to support performance, health and wellbeing, injury prevention and rehabilitation.
Physical Activity	Any bodily movement produced by skeletal muscles that expends energy. Encompasses a whole spectrum of sport and active recreation activities including everyday walking, cycling, work-related movement, active play, recreation as well as organised activities, social sport and competitive sport i.e., sport and active recreation are subsets of physical activity.
Physical literacy	<p>Physical literacy is a person's level of motivation, confidence, physical competence, and knowledge and understanding of physical activity.</p> <p>The more physically literate someone is, the more likely they are to have a lifelong love of being active. We first develop physical literacy as babies, toddlers and young children through play.</p>

Physical Literacy Approach	One of Sport NZ's three Community Sport approaches. The approach is about providing quality experiences that meet people's holistic needs (physical, social/emotional, cognitive and spiritual) and therefore improve their physical literacy. This is particularly important at a young age, to ensure young people develop the motivation, confidence, physical competence, and knowledge and understanding that will enable them to have a lifelong love of physical activity.
Picture of Performance	A means of clearly articulating the fundamental performance components required to achieve success in a sport, specific discipline or pinnacle event, which may include physical, mental, tactical, technical, and environment/behavioural.
Pinnacle events	The highest level of international competition within the sport, such as the Olympic Games, Paralympic Games, World Championships, Commonwealth Games and other international events as agreed between HPSNZ and the National Sport Organisation.
Play	Sport NZ defines play as a spontaneous activity that can happen anywhere. It is personally directed with limited or no adult involvement and it is freely chosen. Play is fun, accessible, challenging, social and repeatable. For more information see: <a href="http://www.sportnz.org.nz/play">www.sportnz.org.nz/play</a> .
Play.sport	Play.sport was a collaborative intervention led by Sport NZ to improve the quality of physical education, sport, play and physical activity experience in schools and create better connections between schools and communities. It was delivered by Sport NZ and supported by MoE and ACC. The programme concluded in 2019/20.
Prime Minister's Sport Scholarships	These scholarships support athletes, coaches and support team members and officials to gain educational or professional qualifications while continuing in sport. It includes a financial contribution towards academic fees of up to \$10,000 per year and a financial contribution towards other study costs of up to \$5,000.
Priority Partner	Under the 2015-2020 Community Sport strategy, Sport NZ identified a subset group of partners it works with more closely and provides a greater level of investment. This distinction is not a feature of the Strategic Plan 2020-24.
Quality experiences	Experiences that develop physical literacy by meeting the aspirations and needs of the participant.
Rangatahi	Sport NZ refers to young people aged 12-17 as 'rangatahi' in our Strategic Plan 2020-24.
The system	The collection of organisations, places, people and regulations who directly or indirectly participate, support, contribute to, or influence play, active recreation and sport in Aotearoa.
Tamariki	Sport NZ refers to children aged 5-11 as 'tamariki' in our Strategic Plan 2020-24.
Tū Te Ihi	Sport NZ's programme to increase the cultural capability of our staff and contribute to a strong bicultural organisational culture. The programme is part of a new joiner's induction.
WHISPA	WHISPA stands for Healthy Women in Sport: Performance Advantage. WHISPA is a HPSNZ initiative launched in 2017 to support the health, wellbeing and performance of female athletes.





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**Te Kāwanatanga o Aotearoa**  
New Zealand Government